



GENDER EQUALITY PLAN

APRIL
2023

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Introduction

In its Code of Ethics, the Polytechnic of Portalegre assumes, among others, the principles of equity, justice, non-discrimination, human rights and citizenship. Also the Quality Policy, Social Responsibility and Conciliation between professional, family and personal life of the Polytechnic represents a commitment of the top management to develop its activities with respect and concern for the satisfaction of the interested parties, with particular concern for the workers, promoting an environment of respect for the dignity and rights of people, repudiating any manifestation of discrimination and abusive practices regarding gender difference.

In the path of these concerns, the strategic development plan 2022-2025 pays particular attention to the workers, in one of the five strategic axes - PEOPLE, CITIZENSHIP AND SOCIETY - where it identifies as priorities actions focused on the individual and on their personal and professional enhancement.

Continuing this concern with people's dignity, the Polytechnic determines, in the present plan, three areas of action, where it identifies the objectives and actions that will allow the institution's gender equality policy to materialize: human resources management, integration and well-being in the community, and communication and training.

These areas of action arise from the reflection made on the results achieved in the first year of the gender equality policy's implementation, which began in April 2022.

Thus, the definition of the objectives and actions presented in this edition takes into account, not only the resources and skills available in the institution, but also the needs and problems identified at the level of this theme in the academic community of the Polytechnic of Portalegre.

1. Diagnosis

1.1. Human resources: characterization of the staff in the years 2019, 2020, 2021 and 2022

The following table shows the distribution of the total number of employees in office at the Polytechnic of Portalegre in the years 2019, 2020, 2021 and 2022.

YEAR	TOTAL
2019	364
2020	386
2021	369
2022	385

1.1.1.Total number of staff distributed by gender

The following table presents an overview of the characterisation of employees by gender in the years under analysis.

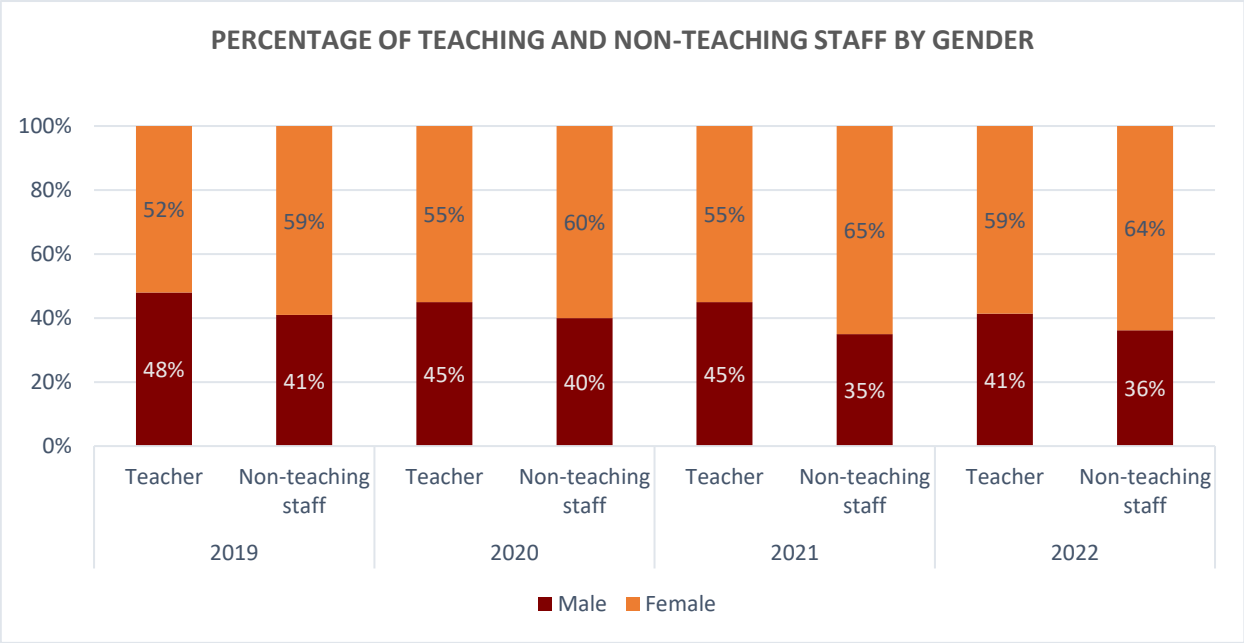
YEAR	MALE	FEMALE	TOTAL
2019	199	165	364
2020	219	167	386
2021	217	152	369
2022	152	233	385

1.1.2.Teachers and non-teaching staff by gender

In the years under analysis, the teaching staff has a higher percentage in relation to the total number of workers, with a rate of 60% in 2019, 61% in 2020 and 63% in 2021 and 2022.

Both in the group of teaching and non-teaching staff, there is a predominance of female workers over the four years under analysis.

YEAR	TEACHERS				NON-TEACHING STAFF				TOTAL
	MALE	FEMALE	TOTAL	%	MALE	FEMALE	TOTAL	%	
2019	106	113	219	60%	59	86	145	40%	364
2020	106	129	235	61%	61	90	151	39%	386
2021	104	129	233	63%	48	88	136	37%	369
2022	101	143	244	63%	51	90	141	37%	385



1.1.3. Distribution by career and gender

The distribution of employees is broken down into seven professional groups, structured in the following way, with regard to gender:

The managerial staff group shows a clear predominance of the male gender, with rates of 84% and 82%, versus 16% and 18% of the female gender, in the years 2019 and 2020, respectively. In 2021 and 2022, this trend changed substantially.

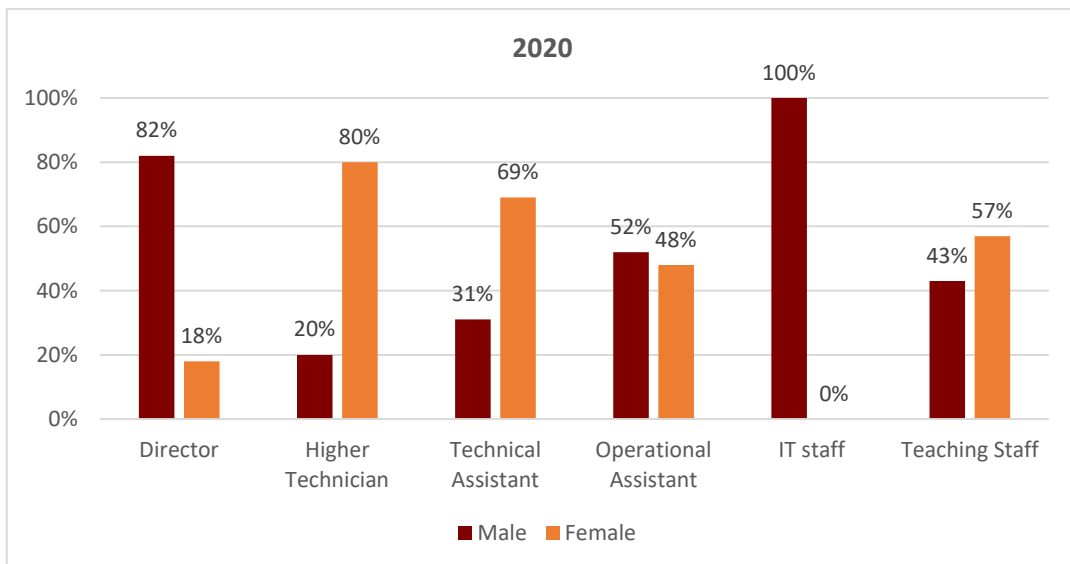
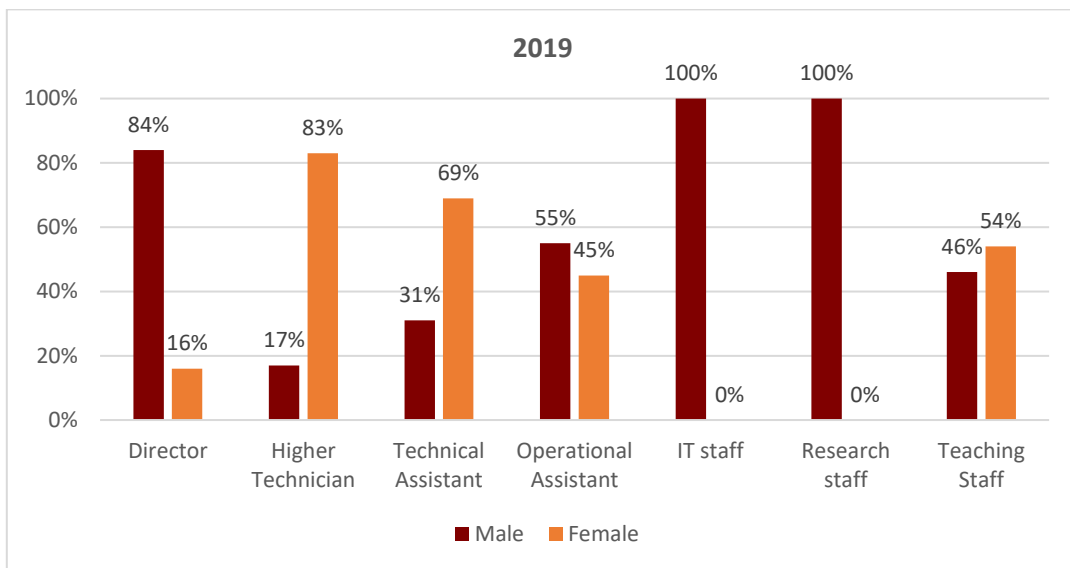
In the groups of senior technical staff and technical assistant, female workers stand out, with a prevalence that varies between 83% and 74% (senior technical staff) and 69% (technical assistant).

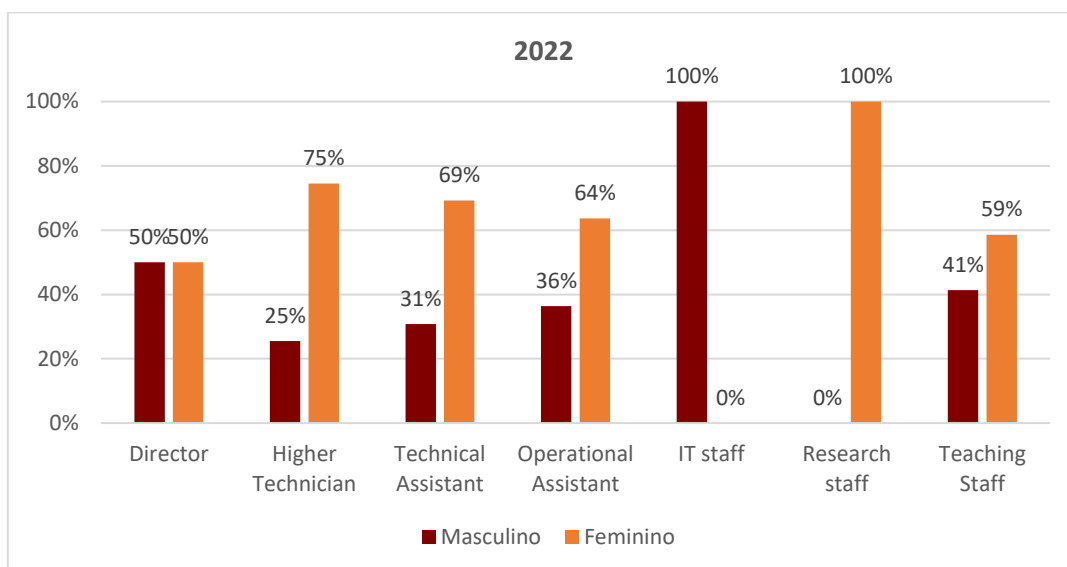
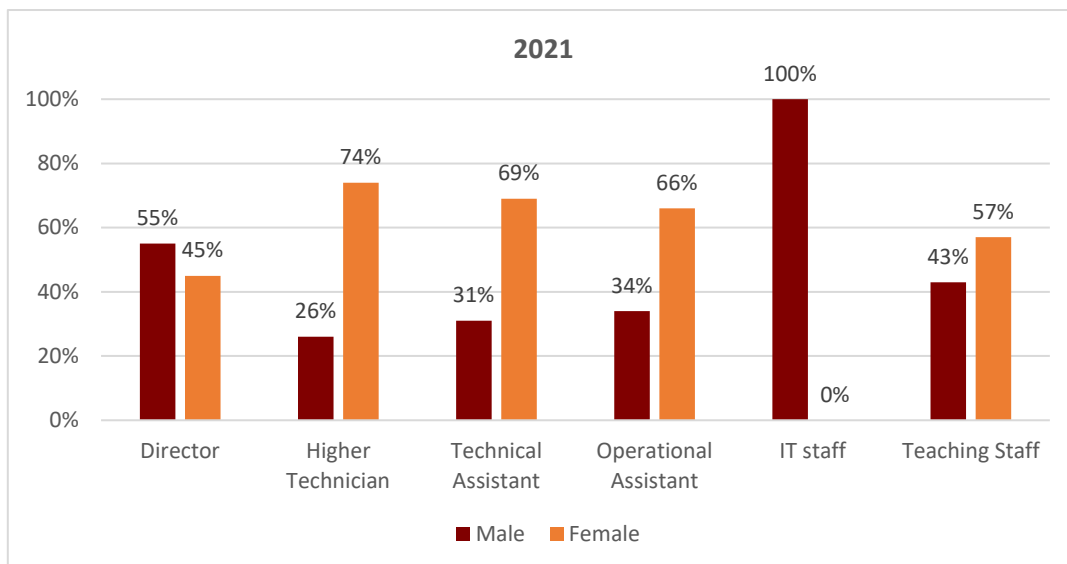
With regard to the groups comprising the categories of operational assistant, IT staff and research staff, once again male workers prevail, with rates varying between 100% (IT staff and research staff) and between 52% and 55% (operational assistant). In 2021 and 2022, this trend changed, in the case of operational assistants. Moreover, in 2022, there is an inversion of the rates of the research staff.

The male teaching staff shows percentages between 41% and 46%, while the female staff registers slightly higher percentages (between 54% and 59%).

The following table and charts present, in detail, the data concerning this item.

	2019			2020			2021			2022		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
DIRECTOR	16	3	19	14	3	17	12	10	22	12	10	22
HIGHER TECHNICIAN	8	39	47	9	37	46	12	34	46	13	38	51
TECHNICAL ASSISTANT	11	25	36	11	24	35	8	18	26	8	18	26
OPERATIONAL ASSISTANT	24	20	44	28	26	54	16	31	47	16	28	44
IT STAFF	9	0	9	9	0	9	9	0	9	9	0	9
RESEARCH STAFF	1	0	1	0	0	0	0	0	0	0	1	1
TEACHING STAFF	96	112	208	96	129	225	95	124	219	101	143	244
TOTAL	165	199	364	167	219	386	152	217	369	152	233	385





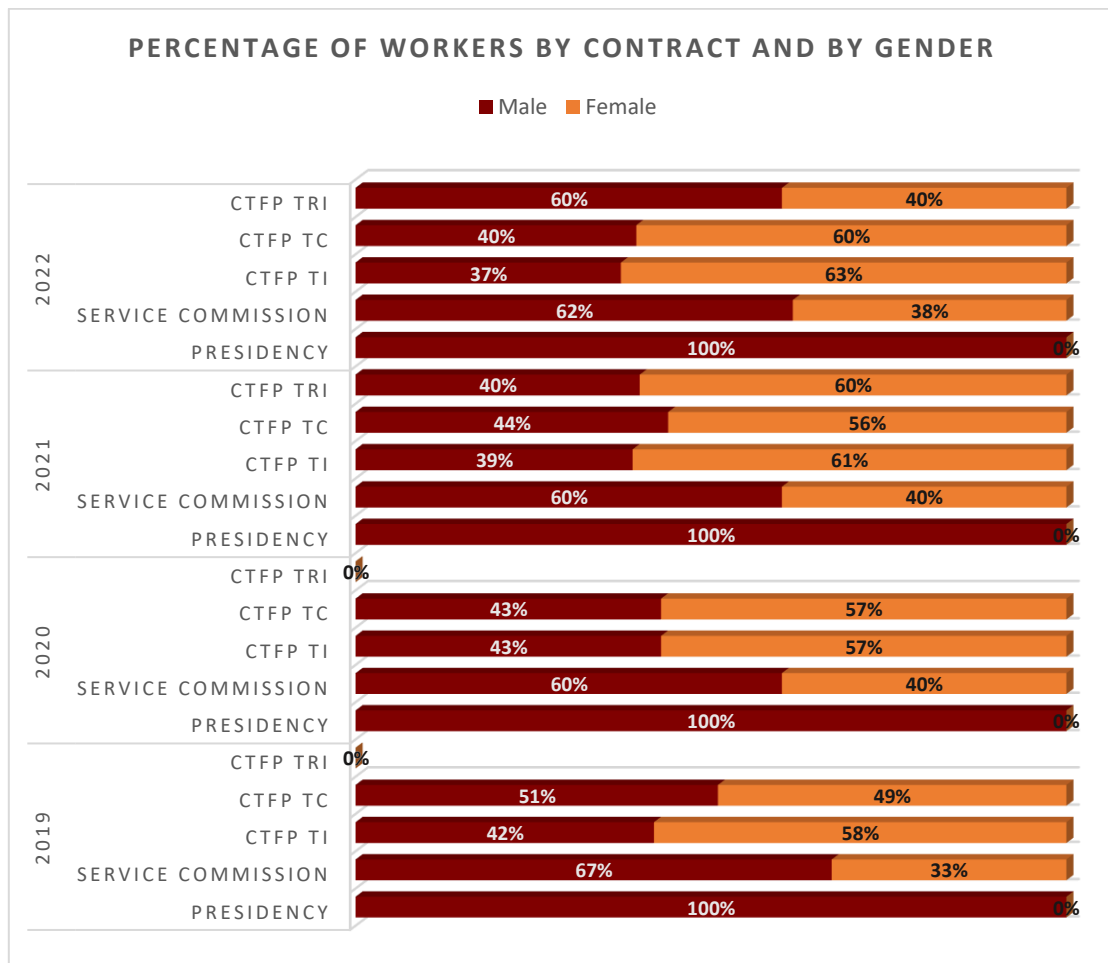
1.1.4. Contractual relationship by gender

The employees of the Polytechnic of Portalegre are divided into the following types of contract and gender:

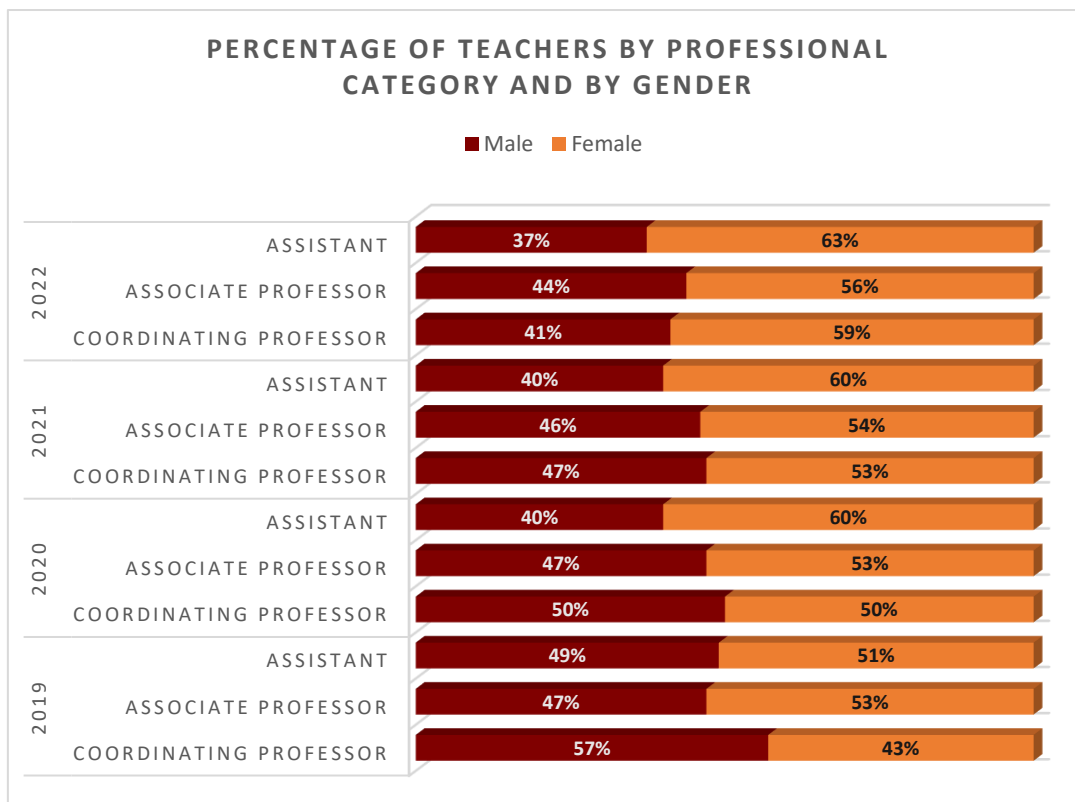
CONTRACTUAL RELATIONSHIP	2019			2020			2021			2022		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
PRESIDENCY	2	0	2	2	0	2	2	0	2	2	0	2
SERVICE COMMITMENT	4	2	6	3	2	5	3	2	5	8	5	13
CTFP TI	108	148	256	113	152	265	96	149	245	90	151	241
CTFP TC	51	49	100	49	65	114	49	63	112	49	75	124
CTFP TRI	0	0	0	0	0	0	2	3	5	3	2	5
TOTAL	165	199	364	167	219	386	152	217	369	152	233	385

From the detailed analysis of the table presented above, it can be inferred that throughout the four years under analysis, the members of the Presidency are male, as well as in the group of workers on service commission, in which the male gender also prevails. In relation to the groups which include workers on open-ended and fixed-term contracts, the majority of workers are female. However, it was observed that, in 2022, there was a slight increase of workers of the male gender on undefined resolutive term contract.

The following graph shows the above information in percentage terms.



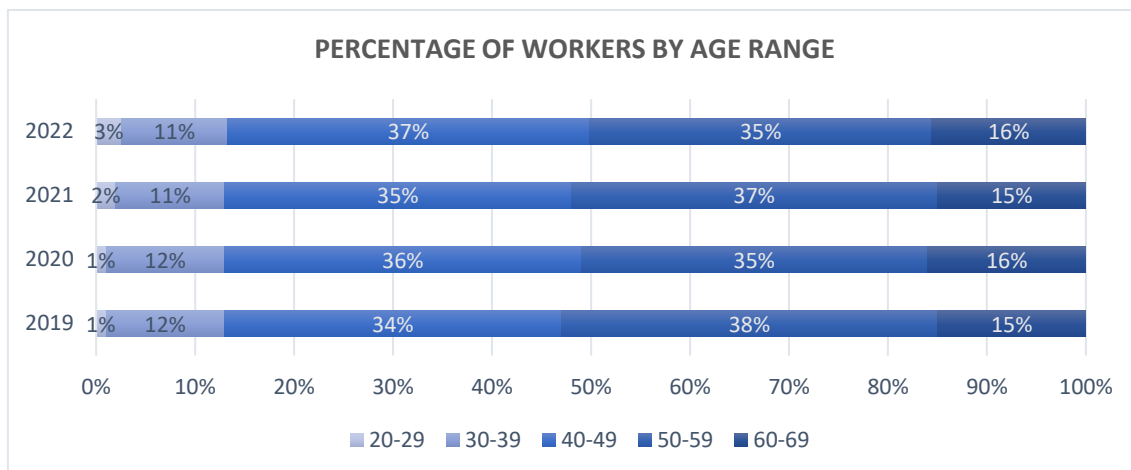
The percentage of coordinating professors is higher in the male gender in the years 2019. In the year 2020, the female gender equals the percentage of coordinating professors, relative to the male gender. The category of associate professors, shows a percentage of female teachers, higher than male, in all years.



1.1.5. Age range by gender

From the data presented below, it can be concluded that the group comprising the age range between 40 and 59 years is the most significant, with a total of 261, 273, 267 and 274 workers in 2019, 2020, 2021 and 2022, respectively, resulting in the percentages presented below.

AGE RANGE	2019			2020			2021			2022		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
20-29	2	3	5	2	2	4	3	4	7	2	8	10
30-39	23	20	43	23	24	47	15	25	40	19	22	41
40-49	50	74	124	51	87	138	52	78	130	52	89	141
50-59	65	72	137	62	73	135	56	81	137	56	77	133
60-69	25	30	55	29	33	62	26	29	55	23	37	60
TOTAL	165	199	364	167	219	386	152	217	369	152	233	385

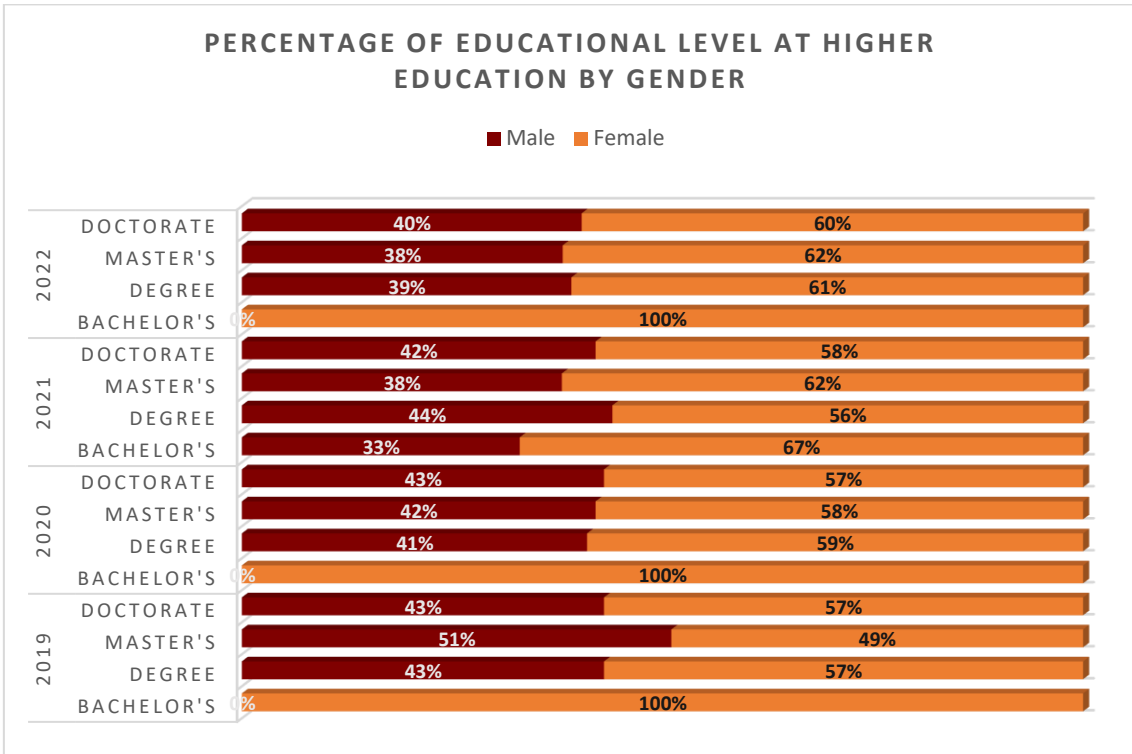
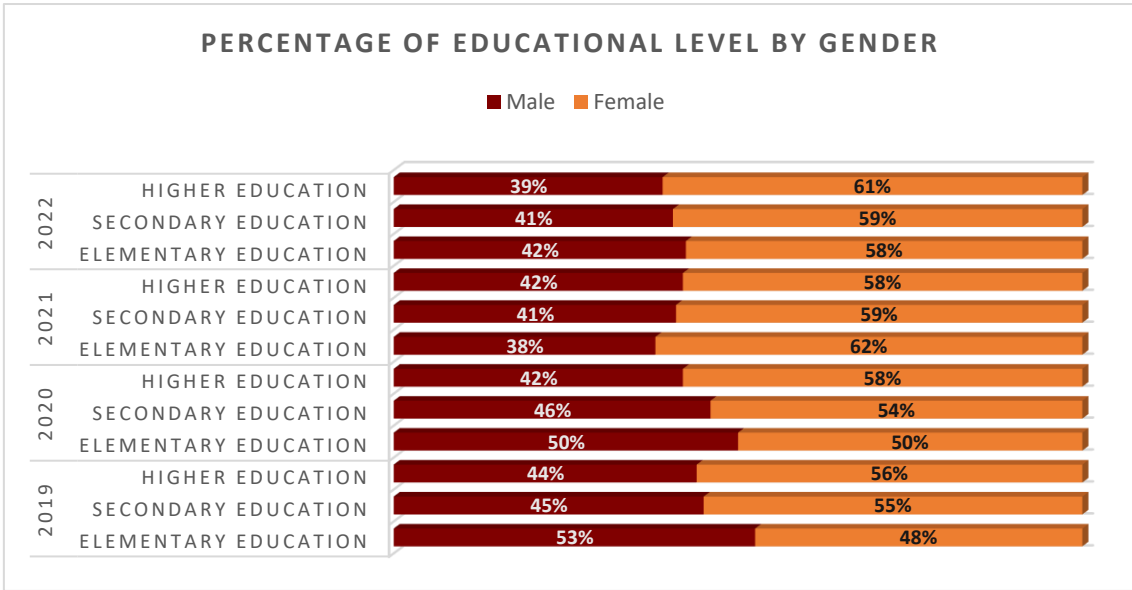


1.1.6. Level of education by gender

LEVEL OF EDUCATION	2019			2020			2021			2022		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
4th grade	5	9	14	7	9	16	3	5	8	3	3	6
6th grade	4	3	7	5	3	8	4	3	7	4	3	7
9th grade	12	7	19	9	9	18	7	15	22	7	13	20
11th grade	1	6	7	0	6	6	0	4	4	0	4	4
12th grade	17	16	33	21	19	40	15	18	33	15	18	33
Bachelor's Degree	0	2	2	0	2	2	1	2	3	0	2	2
Master's	53	70	123	50	71	121	50	64	114	45	70	115
Doctorate	32	31	63	32	44	76	28	46	74	32	52	84
Doctorate	41	55	96	43	56	99	44	60	104	46	68	114
TOTAL	165	199	364	167	219	386	152	217	369	152	233	385

With regard to this variable, and as can be seen in the previous table and in the graphs below, the most predominant level of education among the employees of the Polytechnic of Portalegre is higher education.

With the exception of the master's degree, which in 2019 shows a slightly higher percentage of male workers than female workers, the percentage of female workers with degrees that include bachelor's, master's and doctorate is higher in the four years under analysis.

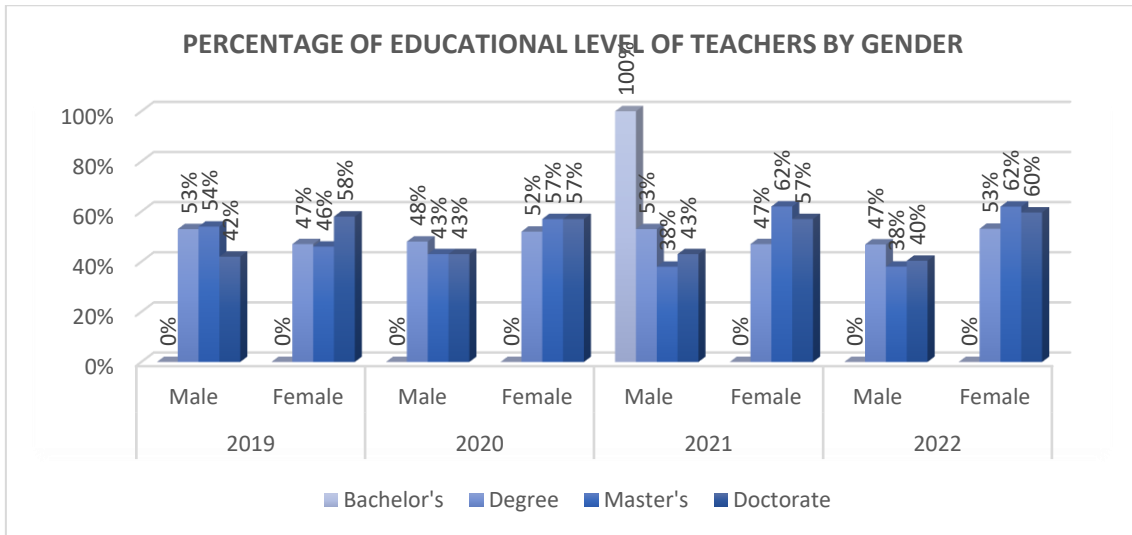


The analysis of the level of qualifications in the teaching career shows that in 2019, the number of male teachers with a master's degree is higher than that of female teachers. However, with a doctoral degree, the number of female teachers is significantly higher than that of males.

In 2020, the rate of female teachers in any of the degrees will exceed that of males.

LEVEL OF EDUCATION	2019			2020			2021			2022		
	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL	Male	Female	TOTAL
Bachelor's	0	0	0	0	0	0	1	0	1	0	0	0

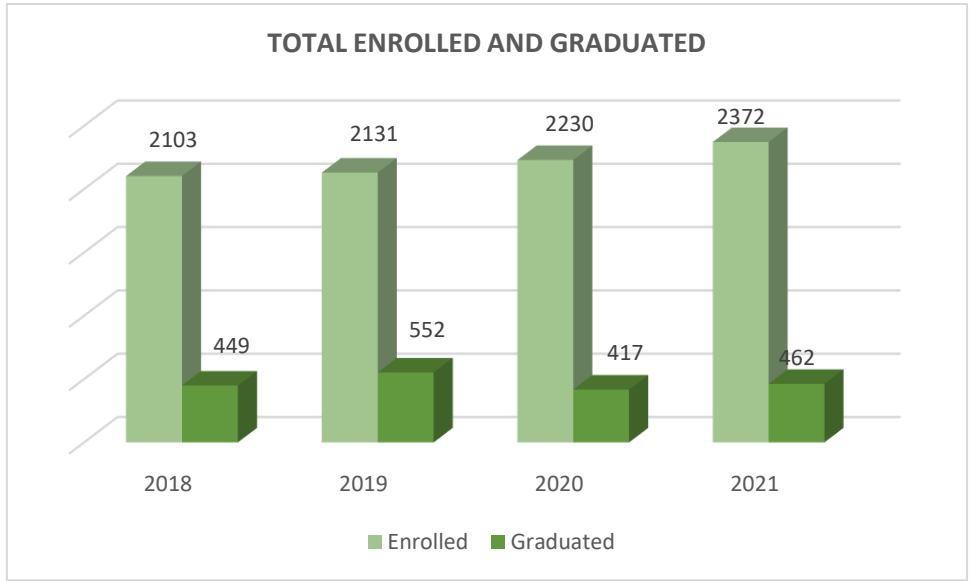
Degree	38	34	72	34	37	71	35	31	66	30	34	64
Master's	29	25	54	29	38	67	24	39	63	27	44	71
Doctorate	39	54	93	42	55	97	44	59	103	44	65	109
TOTAL	106	113	219	105	130	235	104	129	233	101	143	244



1.2. Students and graduates: characterisation of the years 2018, 2019, 2020 and 2021

In the years in question (2018/19; 2019/20, 2020/21 and 2021/22), the total number of students enrolled and graduates is shown in the following graph, whose analysis allows us to infer that there is a notorious growth in relation to the total number of enrolled students, throughout the years under study.

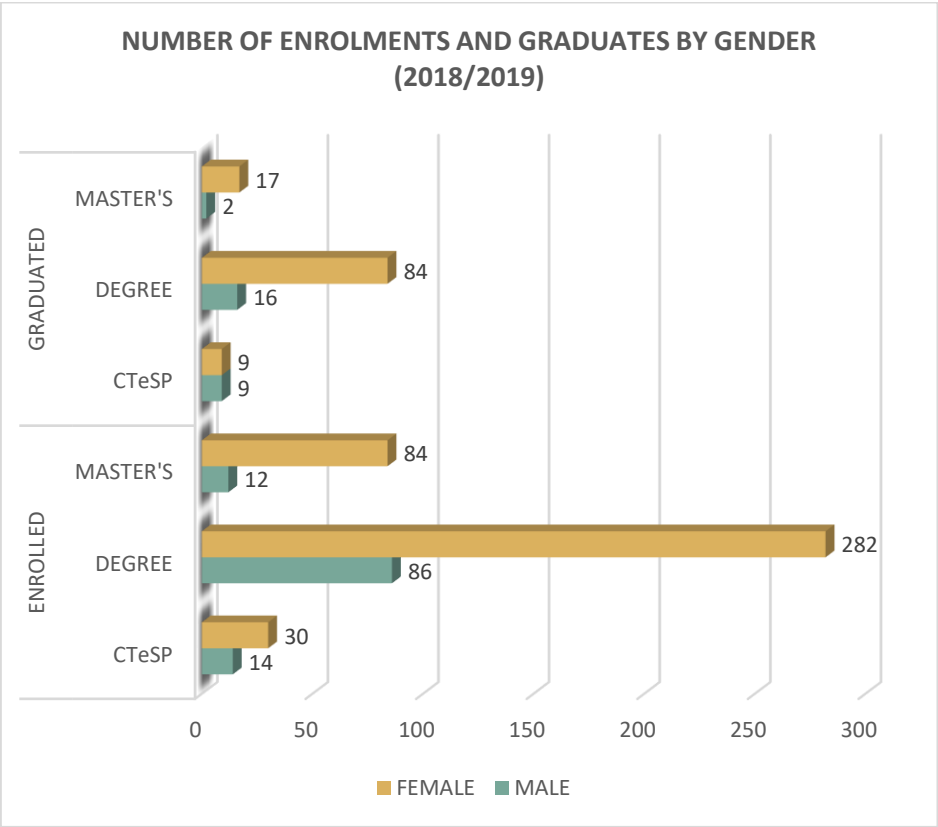
With regard to the total number of graduates, there is an increase in 2019/20, compared with that verified in 2018/19, a trend that suffered a significant slowdown in 2020/21. In 2021/22, a slight increase was registered, when comparing to 2020/21.

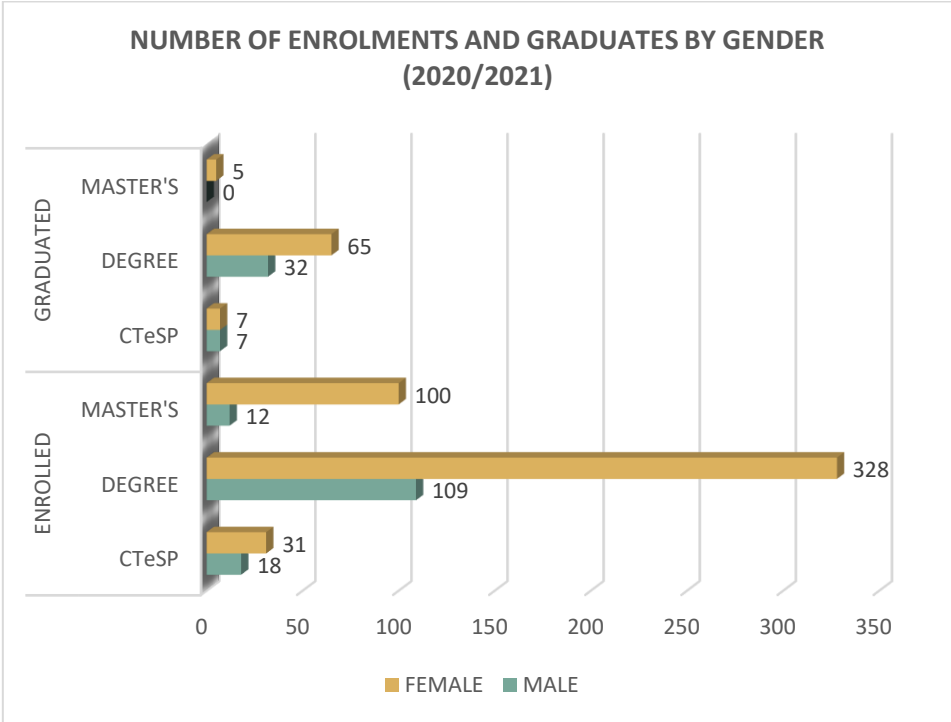
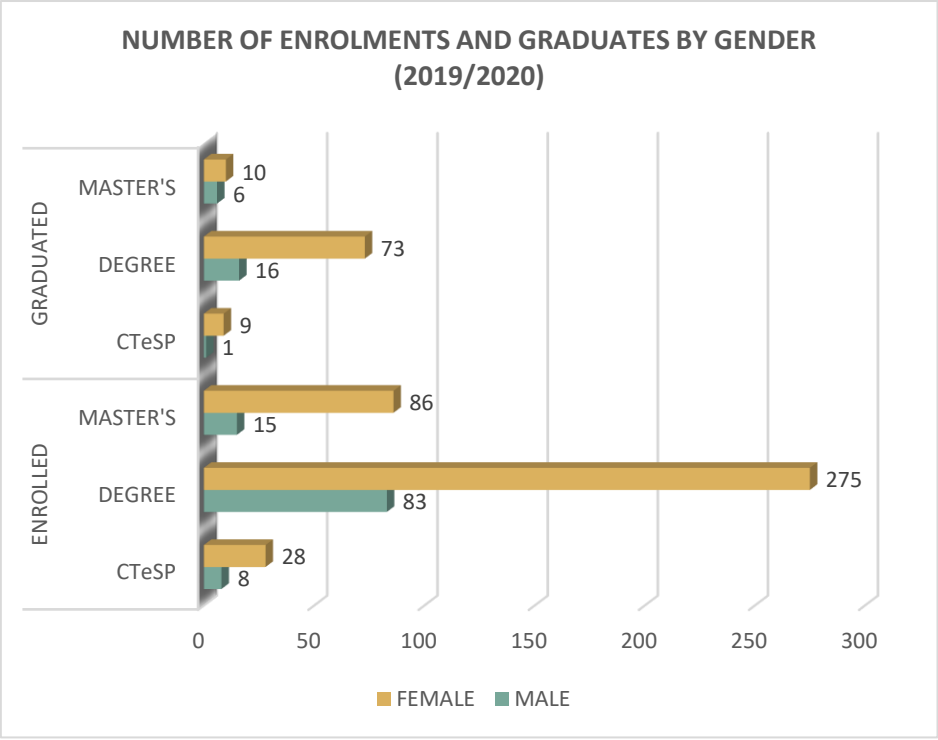


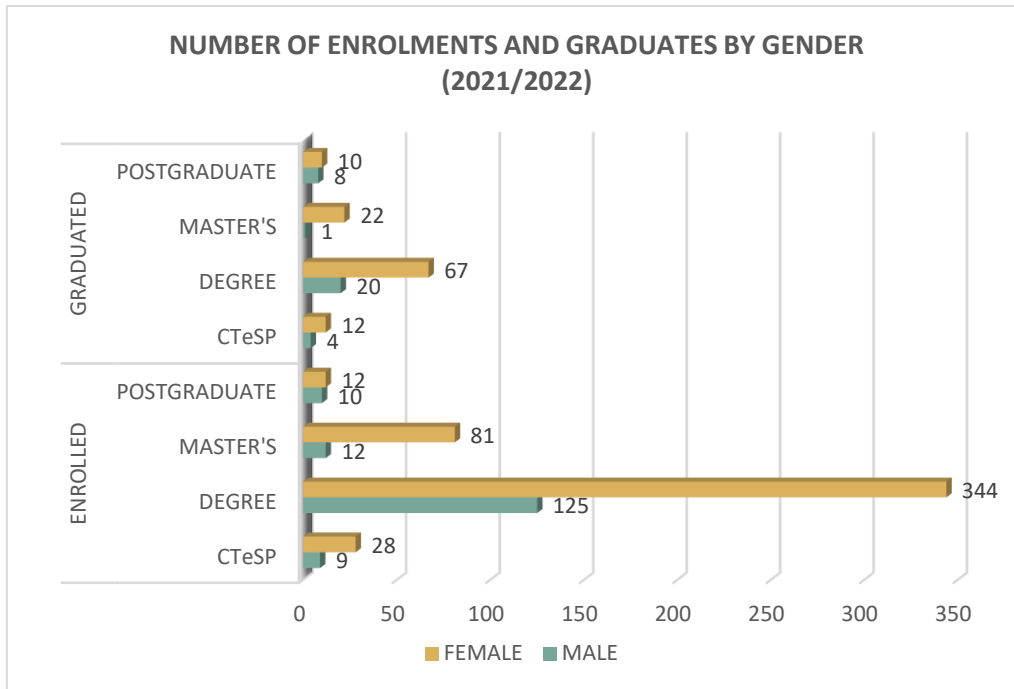
1.2.1. Enrolled and graduates by school and gender

1.2.1.1. School of Education and Social Sciences

In the School of Education and Social Sciences, there is a predominance of female students in all years and at all levels of education. This trend is visible both in the number of students enrolled and in the number of graduates.

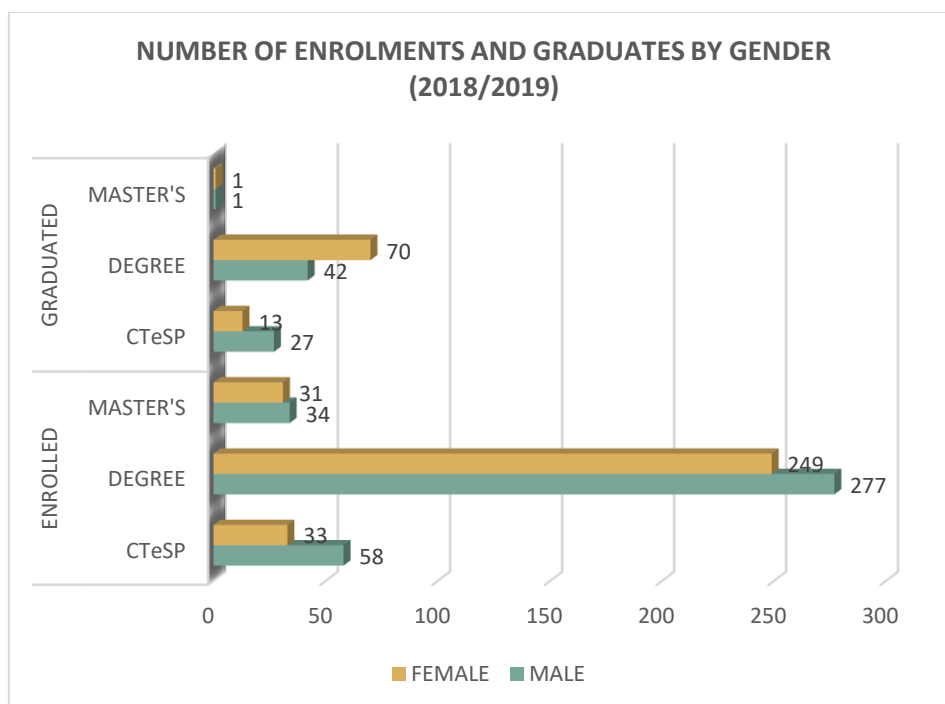


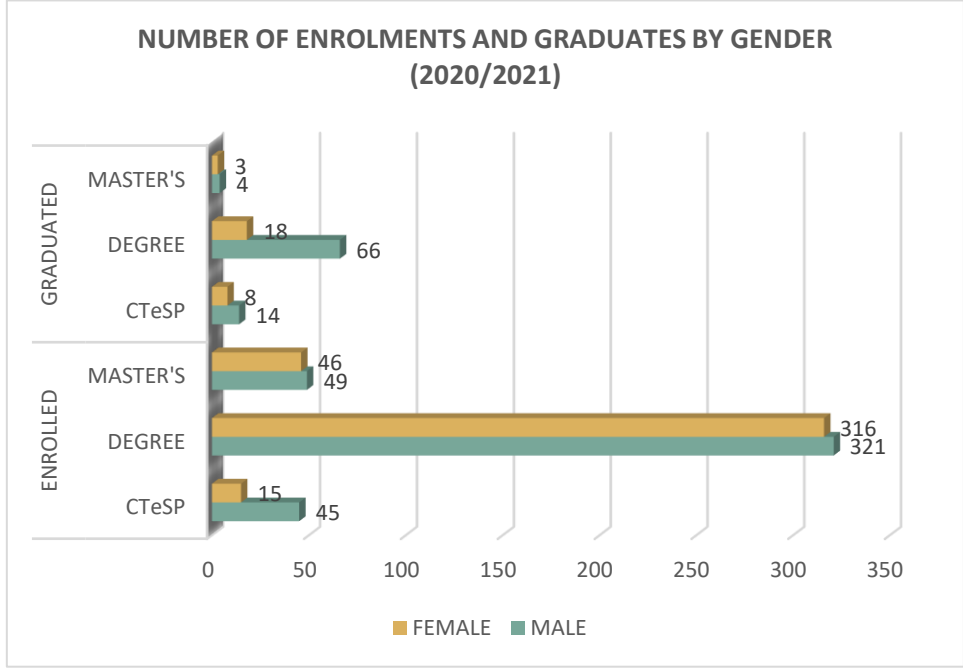
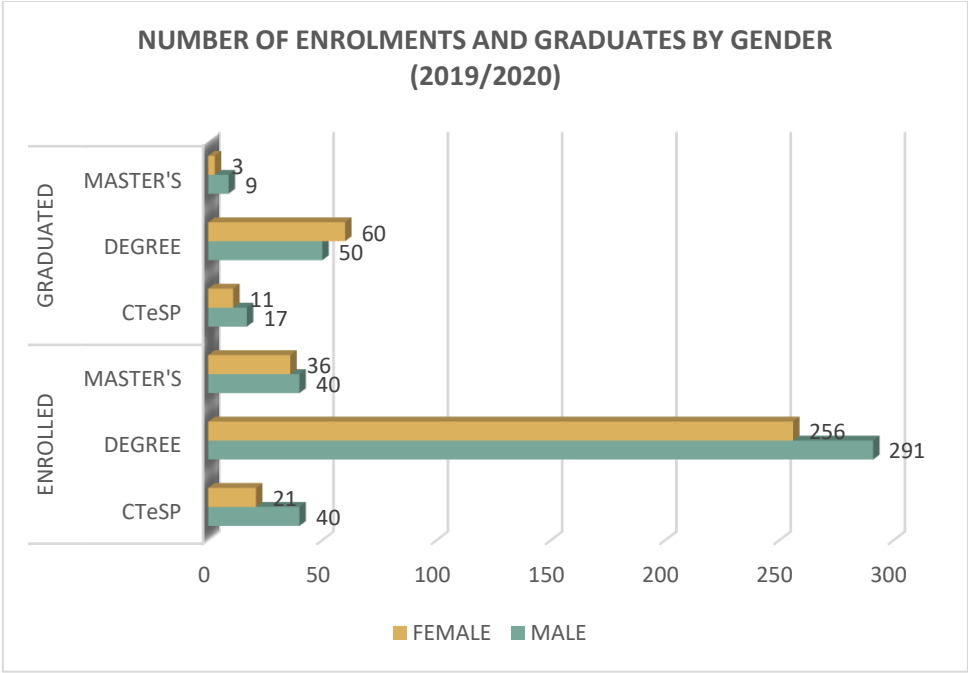


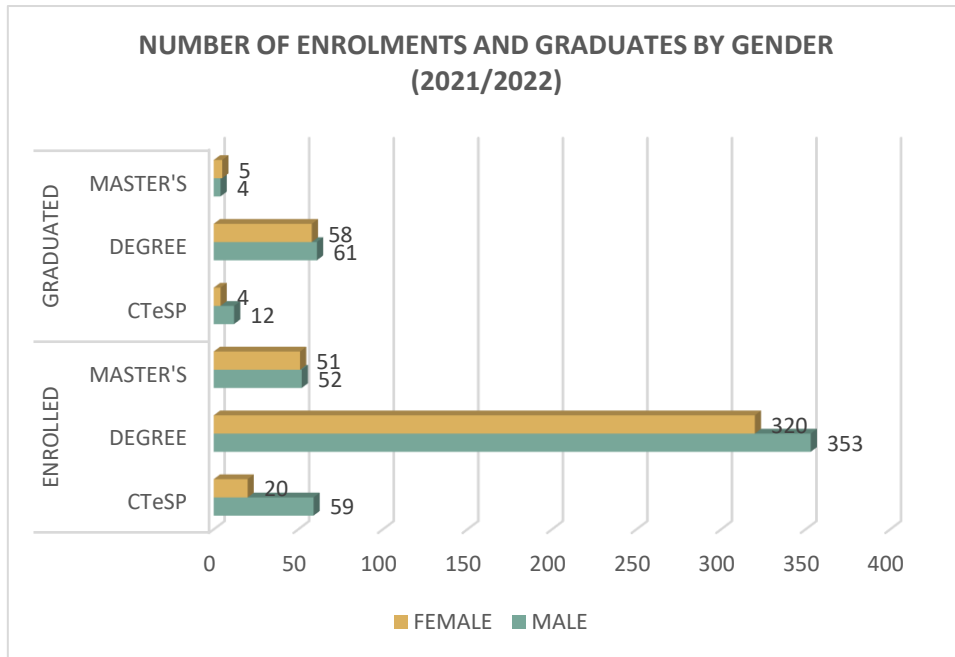


1.2.1.2. School of Technology and Management

In the School of Technology and Management there is a predominance of male students, in all years and at all levels of education, in terms of the number of students enrolled. This trend continues in the number of graduates, with the exception of undergraduate degrees in the academic year 2018/2019 and 2019/2020, as well as the master's degrees in the academic year 2021/2022, where the number of female students who graduated exceeded the male students.

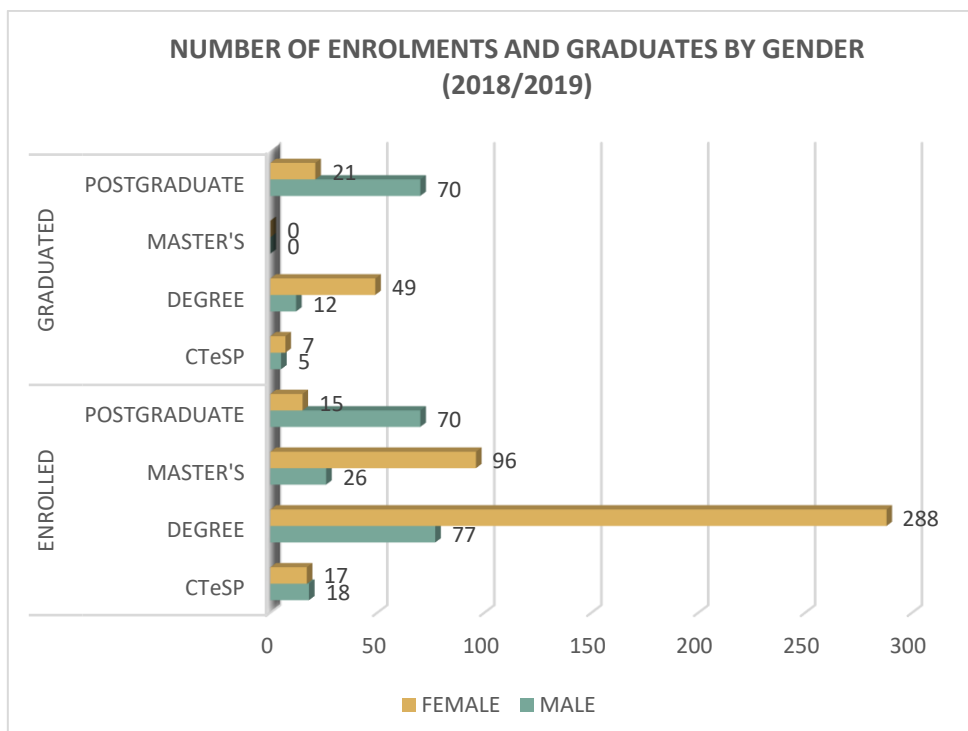


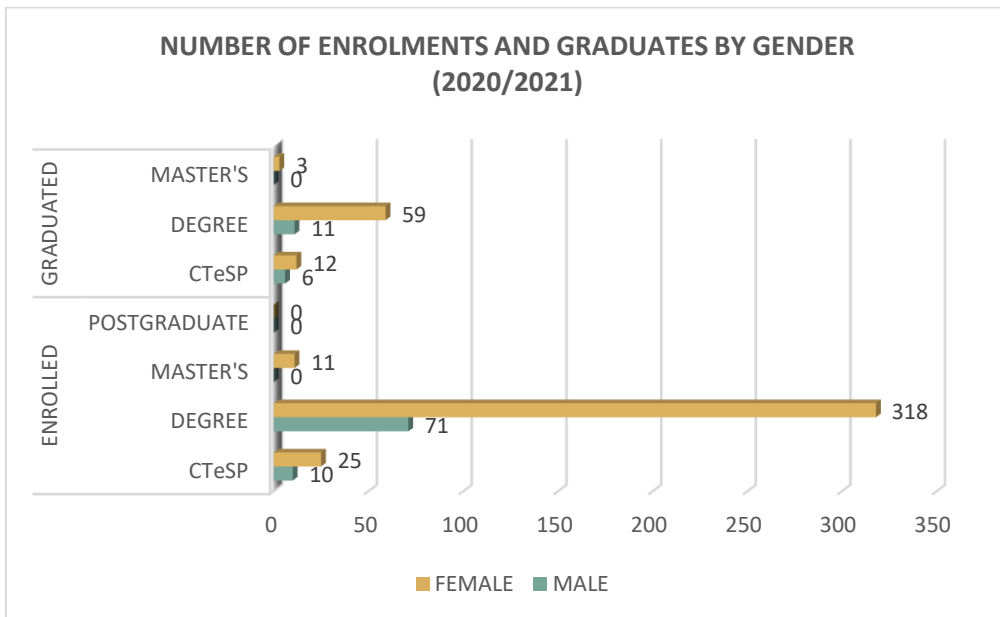
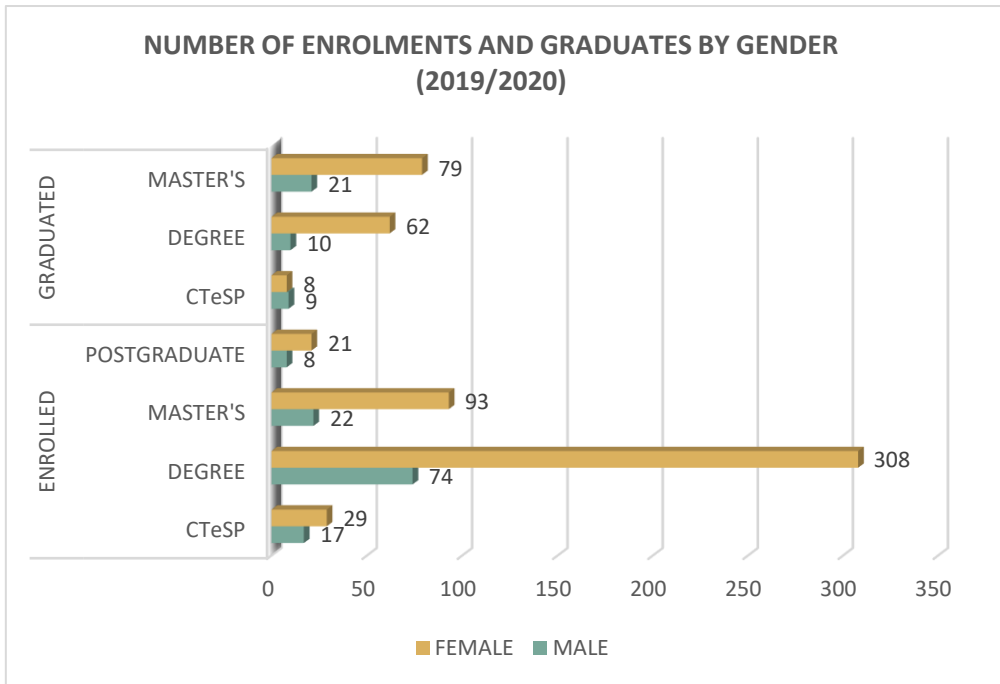


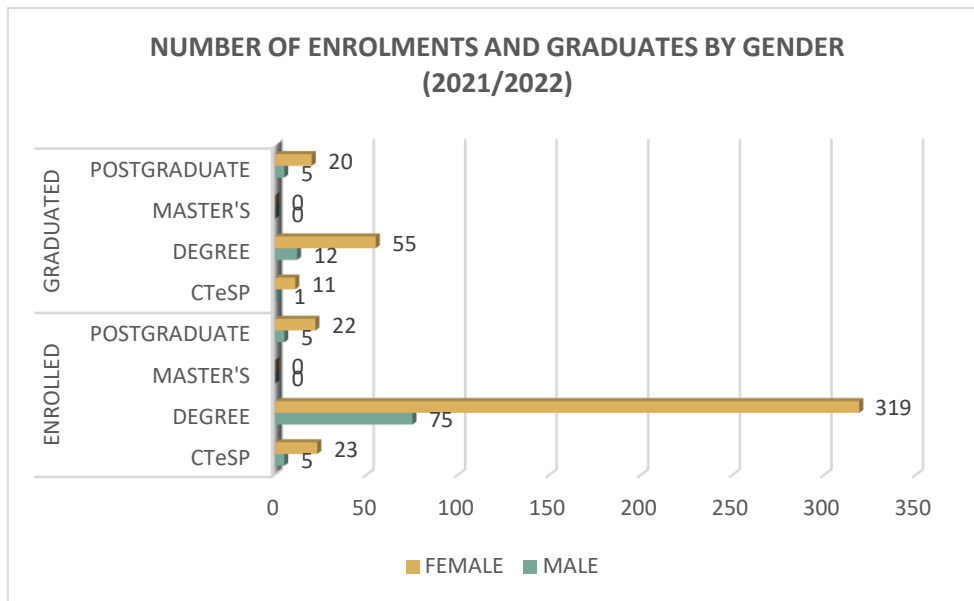


1.2.1.3. School of Health

The School of Health shows the same trend as the School of Education and Social Sciences, with a predominance of female students, in all years and in all levels of education, both in the number of students enrolled and in the number of graduates. Two exceptions were verified, with the first one being in the number of enrolled students of the CTeSP courses, in the academic year of 2018/19, and the second one being in the number of graduates from the CTeSP courses, in the academic year of 2019/20.

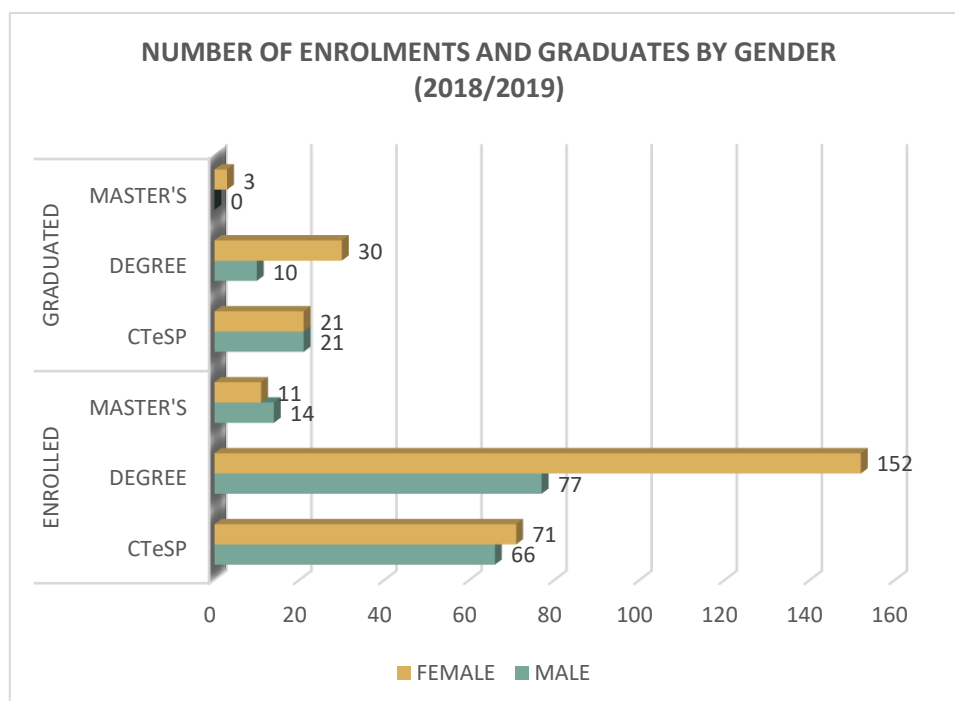


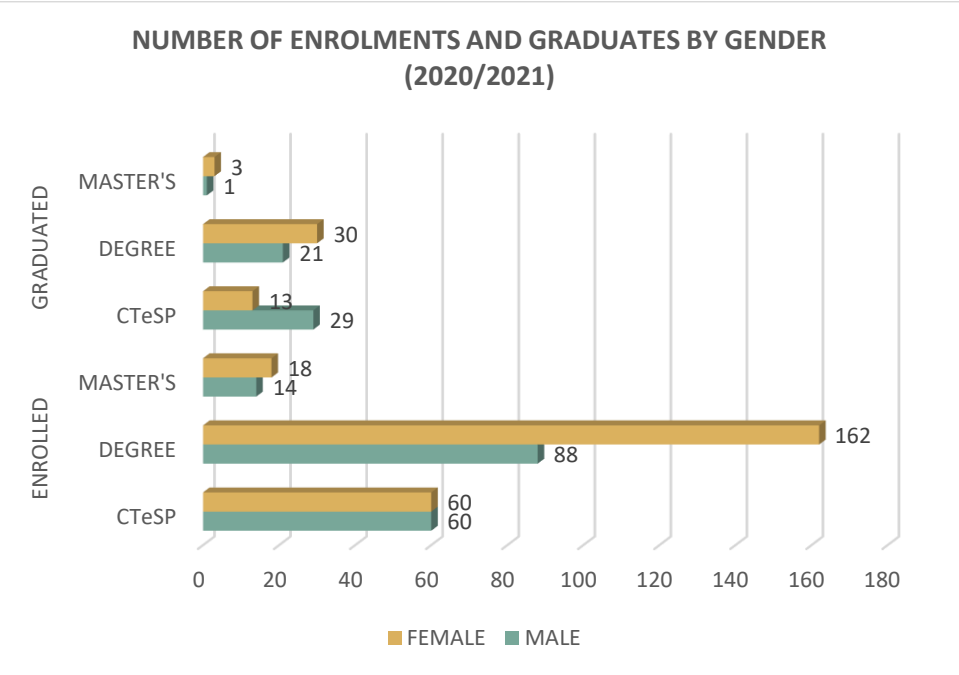
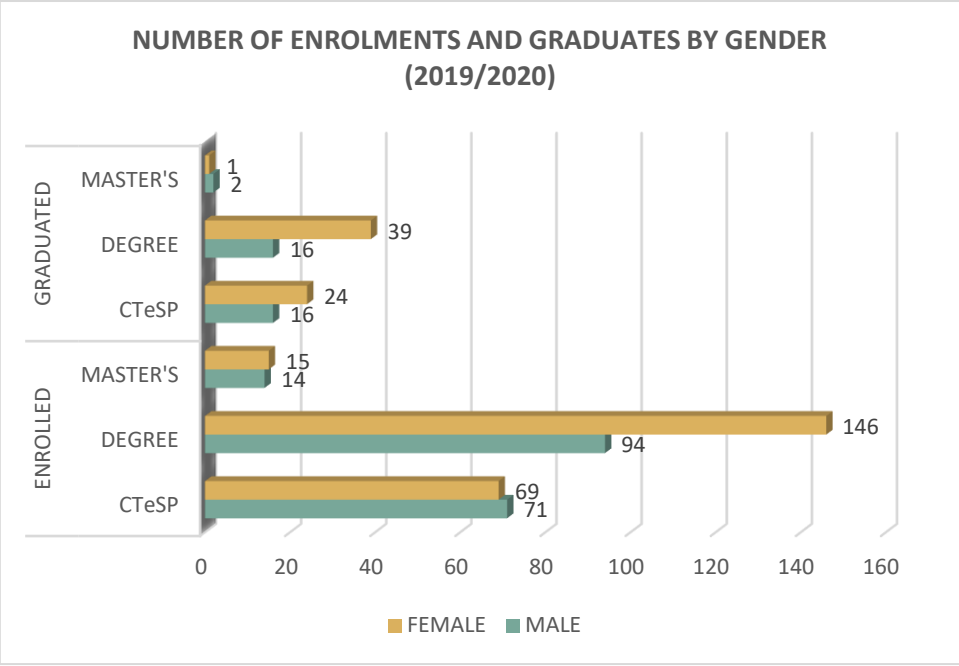


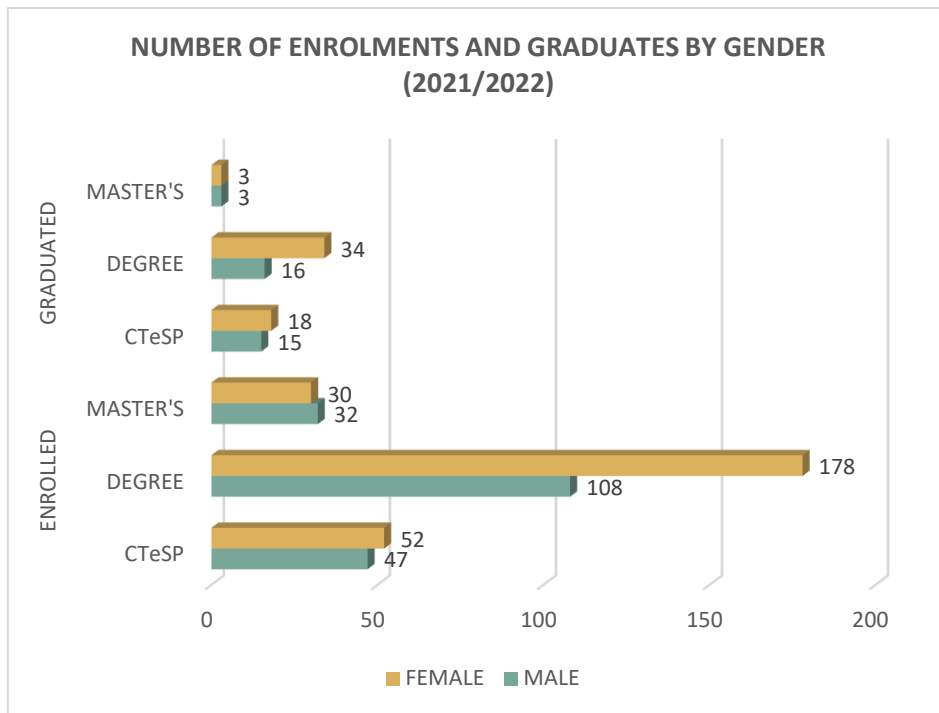


1.2.1.4. Elvas Agricultural College

The female gender is also predominant in the Escola Superior Agrária de Elvas, in most of the situations analysed. An opposite trend is recorded with the number of male students higher than female, in the number of enrolled in master's degree courses in 2018/2019 and 2021/2022, in the number of enrolled in CTeSP courses in 2019/2020 and in the number of CTeSP graduates in 2020/2021.







1.2.2. Enrolled and graduates by school, gender and course

The following sections present the characterisation of the four schools with regard to the number of students enrolled and graduates, by gender and in each course, in the 2018/2019, 2019/2020, 2020/2021 and 2021/2022 academic years.

1.2.2.1. School of Education and Social Sciences

2018/2019

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Tourism and Tourist Information	25	12	13	12	8	4
	Applied Sociocultural Animation to Gerontology	6	2	4	5	1	4
	Accompanying Children and Young People	12	0	12	0	0	0
	Arts and Cultural Dynamisation	1	0	1	1	0	1
	SUBTOTAL	44	14	30	18	9	9
DEGREE	Social Service (evening classes)	45	12	33	13	4	9
	Social Education	0	0	0	0	0	0
	Social Service	111	15	96	29	2	27
	Tourism	89	29	60	19	3	16
	Journalism and Communication	92	29	63	27	7	20
	Basic Education	31	1	30	12	0	12
	SUBTOTAL	368	86	282	100	16	84
MASTER'S	Gerontology	24	4	20	7	1	6
	Pre-school Education	10	0	10	0	0	0

	Special Education	24	0	24	7	0	7
	Journalism, Communication and Culture	4	2	2	3	1	2
	Education and Protection of Children and Youth at Risk	19	2	17	1	0	1
	Media and Society	15	4	11	1	0	1
	SUBTOTAL	96	12	84	19	2	17
	TOTAL	508	112	396	137	27	110

2019/2020

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Tourism and Tourist Information	15	8	7	5	1	4
	Applied Sociocultural Animation to Gerontology	0	0	0	0	0	0
	Accompanying Children and Young People	21	0	21	5	0	5
	Arts and Cultural Dynamisation	0	0	0	0	0	0
	SUBTOTAL	36	8	28	10	1	9
DEGREE	Social Service (evening classes)	36	8	28	10	2	8
	Social Education	0	0	0	0	0	0
	Social Service	113	14	99	22	1	21
	Tourism	89	31	58	26	10	16
	Journalism and Communication	91	29	62	22	3	19
	Basic Education	29	1	28	9	0	9
	SUBTOTAL	358	83	275	89	16	73
MASTER'S	Gerontology	20	3	17	2	2	0
	Pre-school Education	18	0	18	3	0	3
	Special Education	19	0	19	0	0	0
	Journalism, Communication and Culture	0	0	0	0	0	0
	Education and Protection of Children and Youth at Risk	16	2	14	6	0	6
	Media and Society	28	10	18	5	4	1
	SUBTOTAL	101	15	86	16	6	10
TOTAL	495	106	389	115	23	92	

2020/2021

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Tourism and Tourist Information	31	17	14	9	7	2
	Applied Sociocultural Animation to Gerontology	0	0	0	0	0	0
	Accompanying Children and Young People	18	1	17	5	0	5
	Arts and Cultural Dynamisation	0	0	0	0	0	0
	SUBTOTAL	49	18	31	14	7	7
DEGREE	Social Service (evening classes)	56	11	45	13	2	11

	Social Education	29	5	24	0	0	0
	Social Service	120	10	110	35	3	32
	Tourism	87	31	56	20	16	4
	Journalism and Communication	118	49	69	25	11	14
	Basic Education	27	3	24	4	0	4
	SUBTOTAL	437	109	328	97	32	65
MASTER'S	Gerontology	24	2	22	0	0	0
	Pre-school Education	21	0	21	2	0	2
	Special Education	22	0	22	0	0	0
	Journalism, Communication and Culture	0	0	0	0	0	0
	Education and Protection of Children and Youth at Risk	16	2	14	0	0	0
	Media and Society	29	8	21	3	0	3
	SUBTOTAL	112	12	100	5	0	5
	TOTAL	598	139	459	116	39	77

2021/2022

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Tourism and Tourist Information	12	6	6	9	4	5
	Applied Sociocultural Animation to Gerontology	0	0	0	0	0	0
	Accompanying Children and Young People	25	3	22	7	0	7
	SUBTOTAL	37	9	28	16	4	12
DEGREE	Social Service (evening classes)	49	15	34	7	2	5
	Social Education	53	4	49	0	0	0
	Social Service	118	12	106	29	1	28
	Tourism	90	43	47	23	8	15
	Journalism and Communication	131	46	85	26	9	17
	Basic Education	28	5	23	2	0	2
	SUBTOTAL	469	125	344	87	20	67
MASTER'S	Gerontology	11	0	11	4	0	4
	Pre-school Education	14	0	14	6	0	6
	Special Education	21	0	21	3	0	3
	Education and Protection of Children and Youth at Risk	20	5	15	2	0	2
	Media and Society	27	7	20	8	1	7
		SUBTOTAL	93	12	81	23	1
POSTGRADUATE	Enotourism	22	10	12	18	8	10
	SUBTOTAL	22	10	12	18	8	10
	TOTAL	621	156	465	144	33	111

1.2.2.2. Higher School of Technology and Management

2018/2019

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Web and Mobile Device Development	17	17	0	8	8	0
	Multimedia Products Development	29	19	10	6	3	3
	Sales Management and Marketing	29	8	21	12	3	9
	Accounting	3	2	1	1	1	0
	Electromechanical Maintenance	13	12	1	13	12	1
	Administrative and Secretarial Services	0	0	0	0	0	0
	SUBTOTAL	91	58	33	40	27	13
DEGREE	Public Relations and Secretarial Science	1	0	1	1	0	1
	Communication Design	58	20	38	19	7	12
	Computer Engineering	82	78	4	3	3	0
	Management	133	57	76	31	10	21
	Animation and Multimedia Design	24	10	14	13	3	10
	Advertising and Marketing Administration	113	47	66	34	14	20
	Management (evening classes)	54	28	26	10	5	5
	Technologies of Biofuel Production	6	5	1	1	0	1
	Multimedia Design and Animation	55	32	23	0	0	0
	SUBTOTAL	526	277	249	112	42	70
MASTER'S	Accounting and Finance	14	7	7	1	0	1
	Technologies for Environmental Enhancement and Energy Production	4	2	2	0	0	0
	Management of SME	26	16	10	0	0	0
	Urban Rehabilitation	0	0	0	1	1	0
	Digital Identity Design	21	9	12	0	0	0
	Computer Science	0	0	0	0	0	0
SUBTOTAL	65	34	31	2	1	1	
TOTAL	682	369	313	154	70	84	

2019/2020

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Web and Mobile Device Development	17	15	2	5	5	0
	Multimedia Products Development	13	7	6	13	7	6
	Sales Management and Marketing	13	5	8	10	5	5
	Accounting	7	5	2	0	0	0
	Electromechanical Maintenance	5	5	0	0	0	0

	Administrative and Secretarial Services	6	3	3	0	0	0
	SUBTOTAL	61	40	21	28	17	11
DEGREE	Public Relations and Secretarial Science	0	0	0	0	0	0
	Communication design	53	18	35	12	8	4
	Computer Engineering	97	90	7	14	14	0
	Management	126	59	67	25	5	20
	Advertising and Marketing Administration	108	42	66	26	11	15
	Management (evening classes)	52	23	29	14	5	9
	Technologies of Biofuel Production	25	16	9	0	0	0
	Animation and Multimedia Design	86	43	43	19	7	12
	SUBTOTAL	547	291	256	110	50	60
MASTER'S	Accounting and Finance	11	6	5	0	0	0
	Technologies for Environmental Enhancement and Energy Production	2	1	1	1	0	1
	Management of SME	31	15	16	8	6	2
	Urban Rehabilitation	2	2	0	2	2	0
	Digital Identity Design	21	8	13	1	1	0
	Computer Science	9	8	1	0	0	0
	SUBTOTAL	76	40	36	12	9	3
	TOTAL	684	371	313	150	76	74

2020/2021

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Web and Mobile Device Development	24	21	3	7	6	1
	Multimedia Products Development	5	4	1	0	0	0
	Sales Management and Marketing	10	5	5	0	0	0
	Accounting	11	7	4	6	4	2
	Electromechanical Maintenance	5	5	0	4	4	0
	Administrative and Secretarial Services	5	3	2	5	0	5
		SUBTOTAL	60	45	15	22	14
DEGREE	Public Relations and Secretarial Science	0	0	0	0	0	0
	Communication Design	63	20	43	16	15	1
	Computer Engineering	102	95	7	0	0	0
	Management	152	70	82	24	18	6
	Advertising and Marketing Administration	127	39	88	27	24	3
	Management (evening classes)	67	33	34	7	4	3
	Technologies of Biofuel Production	35	22	13	1	1	0
	Animation and Multimedia Design	91	42	49	9	4	5
	SUBTOTAL	637	321	316	84	66	18

MASTER'S	Accounting and Finance	21	11	10	0	0	0
	Technologies for Environmental Enhancement and Energy Production	7	4	3	1	1	0
	Management of SME	35	17	18	4	3	1
	Urban Rehabilitation	0	0	0	0	0	0
	Digital Identity Design	26	11	15	2	0	2
	Computer Science	6	6	0	0	0	0
	SUBTOTAL	95	49	46	7	4	3
TOTAL	792	415	377	113	84	29	

2021/2022

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Web and Mobile Device Development	19	19	0	3	3	0
	Multimedia Products Development	5	4	1	5	4	1
	Multimedia and Audiovisual Design	8	7	1	0	0	0
	Sales Management and Marketing	24	11	13	5	3	2
	Accounting	4	2	2	3	2	1
	Electromechanical Maintenance	0	0	0	0	0	0
	Sound Design and Music Production	19	16	3	0	0	0
	SUBTOTAL	79	59	20	16	12	4
DEGREE	Communication Design	77	29	48	18	6	12
	Computer Engineering	94	88	6	11	10	1
	Management	162	83	79	24	12	12
	Advertising and Marketing Administration	116	47	69	29	11	18
	Management (evening classes)	72	36	36	11	5	6
	Technologies of Biofuel Production	34	23	11	6	3	3
	Animation and Multimedia Design	118	47	71	20	14	6
	SUBTOTAL	673	353	320	119	61	58
MASTER'S	Accounting and Finance	27	16	11	3	3	0
	Environmental Valorization Technologies and Energy Production	10	6	4	0	0	0
	Management of SMEs	34	15	19	2	0	2
	Digital Identity Design	25	9	16	4	1	3
	Computer Science	7	6	1	0	0	0
	SUBTOTAL	103	52	51	9	4	5
TOTAL	855	464	391	144	77	67	

1.2.2.3. Higher School Of Health

2018/2019

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Civil Protection and Rescue	35	18	17	12	5	7
	Gerontology and Support Services for the Elderly	0	0	0	0	0	0
	Support for Medical or Dental Consultations	0	0	0	0	0	0
	SUBTOTAL	35	18	17	12	5	7
DEGREE	Nursing	343	73	270	58	12	46
	Oral Hygiene	22	4	18	3	0	3
	SUBTOTAL	365	77	288	61	12	49
MASTER'S	Nursing	122	26	96	0	0	0
	SUBTOTAL	122	26	96	0	0	0
POSTGRADUATE	Health Management	70	21	49	70	21	49
	SUBTOTAL	70	21	49	70	21	49
	TOTAL	592	142	450	143	38	105

2019/2020

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Civil Protection and Rescue	37	17	20	17	9	8
	Gerontology and Support Services for the Elderly	9	0	9	0	0	0
	Support for Medical or Dental Consultations	0	0	0	0	0	0
	SUBTOTAL	46	17	29	17	9	8
DEGREE	Nursing	352	68	284	66	8	58
	Oral Hygiene	30	6	24	6	2	4
	SUBTOTAL	382	74	308	72	10	62
MASTER'S	Nursing	115	22	93	100	21	79
	SUBTOTAL	115	22	93	100	21	79
POSTGRADUATE	Health Management	29	8	21	28	7	21
	SUBTOTAL	29	8	21	28	7	21
	TOTAL	572	121	451	217	47	170

2020/2021

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Civil Protection and Rescue	22	9	13	13	6	7
	Gerontology and Support Services for the Elderly	6	0	6	5	0	5
	Support for Medical or Dental Consultations	7	1	6	0	0	0
	SUBTOTAL	35	10	25	18	6	12
DEGREE	Nursing	341	66	275	61	10	51

	Oral Hygiene	48	5	43	9	1	8
	SUBTOTAL	389	71	318	70	11	59
MASTER'S	Nursing	11	0	11	3	0	3
	SUBTOTAL	11	0	11	3	0	3
POSTGRADUATE	Health Management	0	0	0	0	0	0
	SUBTOTAL	0	0	0	0	0	0
	TOTAL	435	81	354	91	17	74

2021/2022

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Civil Protection and Rescue	7	1	6	7	1	6
	Support in Integrated Continuing Care	11	4	7	0	0	0
	Support for Medical or Dental Consultations	10	0	10	5	0	5
	SUBTOTAL	28	5	23	12	1	11
DEGREE	Nursing	332	67	265	63	12	51
	Oral Hygiene	62	8	54	4	0	4
	SUBTOTAL	394	75	319	67	12	55
MASTER'S	Nursing	0	0	0	0	0	0
	SUBTOTAL	0	0	0	0	0	0
POSTGRADUATE	Health Management	27	5	22	24	6	18
	SUBTOTAL	27	5	22	25	5	20
	TOTAL	449	85	364	104	18	86

1.2.2.4. Higher Agricultural School of Elvas

2018/2019

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Viticulture and Oenology	24	14	10	10	6	4
	Veterinary Care	39	3	36	10	1	9
	Agricultural Production	51	39	12	18	13	5
	Sports and Equestrian Training	23	10	13	4	1	3
	SUBTOTAL	137	66	71	42	21	21
DEGREE	Agronomy	81	51	30	13	6	7
	Veterinary Nursing	121	16	105	23	2	21
	Equiculture	27	10	17	4	2	2
	SUBTOTAL	229	77	152	40	10	30
MASTER'S	Sustainable Agriculture	25	14	11	3	0	3

	SUBTOTAL	25	14	11	3	0	3
	TOTAL	391	157	234	85	31	54

2019/2020

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Viticulture and Oenology	27	16	11	8	5	3
	Veterinary Care	46	9	37	14	1	13
	Agricultural Production	47	37	10	8	6	2
	Sports and Equestrian Training	20	9	11	10	4	6
	SUBTOTAL	140	71	69	40	16	24
DEGREE	Agronomy	97	65	32	17	11	6
	Veterinary Nursing	115	19	96	34	4	30
	Equiculture	28	10	18	4	1	3
	SUBTOTAL	240	94	146	55	16	39
MASTER'S	Sustainable Agriculture	29	14	15	3	2	1
	SUBTOTAL	29	14	15	3	2	1
	TOTAL	409	179	230	98	34	64

2020/2021

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Viticulture and Oenology	11	6	5	8	4	4
	Veterinary Care	46	8	38	14	12	2
	Agricultural Production	46	37	9	16	12	4
	Sports and Equestrian Training	17	9	8	4	1	3
	SUBTOTAL	120	60	60	42	29	13
DEGREE	Agronomy	87	61	26	18	13	5
	Veterinary Nursing	130	15	115	26	3	23
	Equiculture	33	12	21	7	5	2
	SUBTOTAL	250	88	162	51	21	30
MASTER'S	Sustainable Agriculture	32	14	18	4	1	3
	SUBTOTAL	32	14	18	4	1	3
	TOTAL	402	162	240	97	51	46

2021/2022

LEVEL OF EDUCATION	COURSE	ENROLLED			GRADUATED		
		TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
CTeSP	Viticulture and Oenology	7	4	3	1	0	1

	Veterinary Care	44	8	36	15	2	13
	Agricultural Production Technologies	30	27	3	12	11	1
	Sports and Equestrian Training	18	8	10	5	2	3
	SUBTOTAL	99	47	52	33	15	18
DEGREE	Agronomy	102	73	29	20	11	9
	Veterinary Nursing	153	25	128	24	2	22
	Equiculture	31	10	21	6	3	3
	SUBTOTAL	286	108	178	50	16	34
MASTER'S	Sustainable Agriculture	45	27	18	6	3	3
	Veterinary Nursing in Pets	17	5	12	0	0	0
	SUBTOTAL	62	32	30	6	3	3
	TOTAL	447	187	260	89	34	55

2. Objectives

With this plan, the Polytechnic of Portalegre undertakes to develop the necessary actions to achieve the following objectives:

1. To promote the principles of gender equality and non-discrimination in the management of human resources and in the training context;
2. To increase the knowledge about gender equality in the academic community;
3. To promote the knowledge of the principles of non-discrimination between men and women in the training of students;
4. To know the profile and perceptions of the academic community about gender equality issues;
5. To promote the articulation of the management system of conciliation between professional, family and personal life with the institution's gender equality policy;
6. To ensure the knowledge of the institution's gender equality policy.

4. Actions to be developed

Intervention area	Objective	Action	Indicators	Responsible
Human resources management	Promote the articulation of the management system for conciliation between professional, family and personal life with the institution's gender equality policy	Develop information mechanisms on parenthood and other rights and duties related to conciliation between professional, family and personal life, as well as equal opportunities for men and women	No. of measures implemented	Office of evaluation and quality
	To promote the principles of gender equality and non-discrimination in the management of human resources.	Elaborate internal guidelines in order to guarantee, whenever possible, equity in the representation of gender in the teams that may be formed.	Gender percentage in the teams formed	Presidency

Intervention area	Objective	Action	Indicators	Responsible
Integration and well-being in the community	To promote psychosocial support on gender identity issues	Provide individualised support sessions for members of the academic community	No. of support sessions	GAPP

Intervention area	Objetive	Action	Indicators	Responsible
Communication and training	To increase the knowledge of gender equality in the academic community	Carry out awareness-raising actions on gender equality.	No. of actions carried out. No. of participants per action	Continuous Training Unit
		Carry out training on workers' rights and duties with regard to equality and non-discrimination on the grounds of gender.	No. of actions carried out. No. of participants per action	Continuous Training Unit
		Carry out awareness-raising actions on gender equality. Carry out training on measures against gender-based violence, including sexual harassment.	No. of actions carried out. No. of participants per action No. of participants per action	Continuous Training Unit
		Dissemination of key messages, through social media, on the subject of gender equality.	No. of messages sent	Communication and Image Office

5. Monitoring of the plan

The Assessment and Quality Office is the structure responsible for

- coordinating the actions necessary for the dissemination and implementation of this Plan;
- monitoring the plan and reporting every six months to the Management Board
- proposing new measures to be implemented whenever deviations are identified.

