

TIME FOR ACTION – GENDER EQUALITY PLAN 2025

With the recommendations from the Portuguese Commission for Equality in Labour and Employment for the gender equality plan already issued, companies are now expected to analyse and prepare their plans for the current year. Otherwise, given the complexity of the task, they risk failing to meet the legally established deadline.

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The new gender equality plans must be submitted by September 15 of this year. Therefore, it is advisable to begin their preparation.

The Portuguese Commission for Equality in Labor and Employment ("CITE") recently published the "Recommendations for Equality Plans – 2025" on its website.

It is now up to companies to consult, analyse, and begin preparing the new gender equality plans based on these recommendations.

In addition to the specific recommendations, companies should also consult the applicable legal framework, as well as the guide provided by CITE for this purpose, the most recent technological tool (the portal) designed assists in the plan's preparation.

As CITE reminds on its website, gender equality plans are an important management tool that allows for the *"implementation and operationalization, in a transversal manner, of gender equality in a business context."*

Its preparation is mandatory for publicly listed companies, as well as for entities within the state and local business sectors. While voluntary for others, it represents an important tool for corporate social responsibility.

The primary objective of the annual preparation of gender equality plans is to achieve effective equality of treatment and opportunity between women and men, by promoting equality in access to employment, equality in working conditions, pay equity, protection in parenthood, and the reconciliation of professional activity with family and personal life.

Ultimately, what is at stake is the promotion of gender equal opportunities.

However, the obligations of companies do not end with the submission of the plan. As outlined in the fourth phase of CITE's guideline, ongoing monitoring of the plan's implementation is required.

The plan must be prepared in compliance with the law and in accordance with specific recommendations and compliance rules that should be carefully followed.

It should be noted that violations of gender equality regulations may result in serious and very serious administrative offences for companies.

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