

Instruments/approaches in Portugal

1. ANESPO (National Association for VET Schools) - is a non-profit association, whose activity has the following guidelines: promotion and support of Vocational Schools and of artistic education; implementation of innovative projects, through the establishment of partnerships with national and transnational institutions; reinforcement of the role of Vocational Schools in the communities; promotion of Vocational Schools quality in teaching, contributing namely to the definition of principles of pedagogical guidance and professional certification and development of lifelong learning in what regards teacher education. ANESPO is also responsible for the promotion of vocational education in Portugal and develops several marketing campaigns engaged with values like diversity, social origins, religion, gender, and age.

2. Local Network for Education and Training and the City Hall - It's a network formed, in 2005, by all the organizations which work with education and training in V.N. Famalicão municipality, namely those that are concerned with the demands and needs of the local enterprises and with lifelong learning. The partners are institutions from formal education (all the schools) and non-formal education (non-governmental organizations, technological centres, universities, the local Business Association, the local Job Centre, and the City Hall). The network main goals are establishing local agreements between schools and other organizations in what concerns the offer of vocational and training courses; answering local businesses' needs regarding workers' qualifications; sharing experience, knowledge and best practices and fighting early school leaving. This network is also focused in attracting students to VET schools.

3. João Freire psychologist at A.E.S. D. Sancho - Municipal Vocational Intervention Project - This project intends to stimulate a working group, made up by the Psychology and Orientation Services, which plan actions that should be tested and carried out in the various educational establishments of the local Education Network. Their main aims are: to promote psychology in a school context and vocational intervention as a strategy to fight school dropout and to promote educational success, qualification and social inclusion. Their main strategies are the training and involvement of psychologists to work practices and methodologies, develop materials and initiatives in the scope of vocational intervention; strengthen mechanisms for articulation and institutional coordination.

4. CITEVE – Centre of Technology for Textile and Clothing Industry – it is a private non-profit organization, based in Vila Nova de Famalicão for Textile and Clothing Industry, whose portfolio of services includes laboratory testing, product certification, technical and technological consulting, R & D + innovation, training, and fashion and design. CITEVE

Academy is an initiative that brings together in a coherent and integrated way all the services and activities of CITEVE oriented to the ecosystem of education, qualification and professional training, trying to respond in a dynamic and innovative way to the challenges of companies, professionals of the sector and young people. In education and training, in terms of knowledge and skills essential for the competitiveness of companies.

5. CENFIM- it is a Center for the Professional Training of the Metallurgical and Metal-Mechanical Industry that promotes the training, orientation and professional valorization of the Human Resources of the Metallurgical, Metal-Mechanical and Electromechanical Sector. It has invested in innovation and quality to contribute to the development of regional industrial companies in terms of competitiveness and productivity. CENFIM specialized in a training sector that is traditionally devoted to the male gender.

6. Project Engine4F: Engineer for the Future – this project addresses a common European need related to the lack of qualified staff within technical and engineering professional areas, especially women. The project aims at intervening among 8th and 9th grade students – and female students in particular. The project supports an “Awareness > Action Plan” methodology in the first two years and the study of the impact in the third year of its application, followed by the development of a set of activities, separated by area, related to STEM (Science Technology Engineering and Mathematics) subjects and to be implemented in Sciences, Maths, Chemistry and Physics classes, as a way to complement them and to enhance student’s motivation and predisposition for learning. The project also comprises the creation of a Virtual Learning Environment (VLE). The partnership of this project, composed of 10 partners, from 6 different countries involves schools, VET schools, universities, SMEs and Order/association of Engineers.

7. Universidade Lusíada - Private University held by Fundação Minera, a Foundation that promotes higher education in Lisbon, Porto and Vila Nova de Famalicão. Engineering degrees are only promoted in Universidade Lusíada – Norte, more specifically in the Campus of Vila Nova de Famalicão, and organized within the Engineering and Technologies Faculty. The Faculty offers Bachelor, Master and Ph.D degrees in the fields of Electrical and Electronic Engineering, Mechanical Engineering, Engineering and Industrial Management and Civil Engineering. Universidade Lusíada – Norte promotes equally access to its higher education degrees independent of their social origin or gender, since 1989. It registers a relatively small percentage of women doing an engineering degree - about 20% overall which significantly contrasts with the national average of 55% and the percentage of women undertaking an engineering degree did not suffer significant changes in the last 25 years. The small percentage of female students pursuing an engineering degree may give rise to different interpretations, when compared to the national number, and might be linked to the geographic position relative to the major urban centres – similar numbers can be found in other Universities, Public and Private, that are geographically distant from major urban centres. A significant number of students doing an engineering degree come from professional schools such as FORAVE outperforming, in many circumstances, the so called traditional path student’s, which might influence the given numbers. We make an effort to follow all students regarding their professional integration and we do not register significant changes among gender. Also, when promoting job offers there are no registered indications or preference regarding gender which, in any case, would not be accepted by the institution. There are no direct motivation strategies concerning gender within the institution although it should be pointed that the number of female engineering staff within the engineering Faculty is of 23%,

which contrasts with about 16% at national level. We find that there are no specific reasons for this unbalance apart from social reasons which are certainly derived from preconceived ideas still installed in the social behaviour and, perhaps, with a stronger effect in the periphery of the major urban centres.

8. WiE Intervention – Girls Tech International Meeting - it is an affinity group of IEEE, Institute of Electrical and Electronics Engineers, the largest professional association of the world. WIE group emerged from the need of having more women in engineer, in order to find diversity in STEM professions. This group aims to promote engineer to female public and to engage students to follow STEM careers. WIE is in several countries. In Portugal, WIE works since 2010 in some IEEE student branches such as University of Porto, University of Aveiro, Technical Superior Institute, University of Minho, Lisbon University Institute and the most recent Polytechnic Institute of Castelo Branco. Our group frequently organizes activities to promote engineer and STEM careers to young public, focusing on female students.

9. Continental Mabor - Carlos Gonçalves HR Country Head is responsible for the Human Relations Department of Lousado plant. Continental HR strategy is based on corporate strategy and values to enable the company to take on the growing internal and external challenges involved in HR work. They use a number of measures to strengthen their corporate culture, characterized by four values: Trust, Passion To Win, Freedom To Act, and For One Another. They understand diversity as meaning variety among people with regard to aspects such as their ethnic and social origins and their religion, gender, and age. It is an important source of staff development, creativity, and corporate success, and they therefore give it high priority. Diversity is a key factor in HR management.

10. Isabel Cardoso, Evonik - Being an enthusiast for science and technology, Isabel Cardoso graduated with distinction in Chemistry at University of Minho. She continued her studies with a master in Textile Chemistry and, later on, with a post-graduation in Marketing Management at Porto Business School. She started her professional career in chemistry research, but her willingness to embrace new challenges and deal with the dynamic world of sales, led her to the area of commercial management of different countries, being currently performing the functions of Sales Manager Iberia in a multinational company. In today's competitive world that we live, she trusts that a successful company is the one that gives priority to team member's talent and knowledge, rather than splitting functions by gender. She strongly believes that the passion and commitment for what we do and the continuous learning for improvement of personal skills is a bet to overcome gender walls.

Lousado, 1st February 2017