



**Twenty-fifth anniversary of the
Fourth World Conference on Women and adoption of the
Beijing Declaration and Platform for Action (1995)**

National-level reviews - Portugal

May, 2019

Section One: Priorities, achievements, challenges and setbacks

1. What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?

Portugal assumes equality between women and men as a clear public policy priority. This requires a multifaceted approach; one that recognizes the structural nature of the disadvantages that women and girls continue to suffer and the underlying gender stereotypes.

The State has the fundamental constitutional task of promoting equality between women and men as an integral part of the promotion of human rights, namely in civil, cultural, economic, political and social rights and obligations of women and men, equal in value and dignity as human beings. The obligation to ensure respect for this equality in the conduct of public affairs stems from the recognition of the right to equality.

In this context, mainstreaming gender equality at all levels of governance is a political commitment and a strategy for achieving equality between women and men, girls and boys, in all government activities as well as in all policies implemented at Central and Local levels of Public Administration (among many other actions, through the adoption of Plans for Gender Equality in all ministries and in all municipalities, and in the appointment of ministerial and municipal Gender Equality Advisors). In addition, cooperation between government and public administration with other relevant stakeholders, such as the private sector, social partners civil society organisations, including women's rights NGO's, academia, etc, has also been reinforced through strategic partnerships and support in many areas of intervention to achieve equality between women and men.

Portugal has developed numerous actions to eliminate direct and indirect discrimination based on sex and to ensure that men and women enjoy the same rights, in law and in fact, in all sector and at all levels.

One of the major achievements is the adoption of the [National Strategy for Equality and Non-Discrimination 2018-2030 "Portugal + Igual"](#) (ENIND), approved in 2018 by a Resolution of the Council of Ministers. Aligned with the 2030 Agenda, ENIND started a new cycle in the promotion of women's rights and in eliminating discrimination based on a systemic and comprehensive approach to public policy in three major areas: a)

promoting equality between women and men; b) preventing and combating violence against women and domestic violence - including harmful practices such as female genital mutilation (FGM) and forced and early marriages; c) combating discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics. These 3 areas correspond to ENIND's three action plans 2018-2021. For the first time, Portugal has an umbrella long-term equality and non-discrimination national strategy, that brings together and articulates these three areas.

These three action plans are based on the definition of strategic objectives that translate into a total of 131 very concrete measures for the first four years of ENIND's implementation (2018-2021), to be followed by a revision exercise for the following four years. In turn, these measures translate into indicators with measurable yearly targets, following an approach that is more action-based and operational.

Also, for the first time, ENIND emphasizes the multidimensional nature of disadvantage stemming from the intersection of various discrimination factors, such as sex with age, disability, race and national or ethnic origin. As such, it expressly mainstreams interseccionality as a transversal approach to all three plans, creating specific actions that recognize the specific intersectional needs of women and girls. .

Under ENIND, several strategic areas have been pursued, with tangible results, namely at legislative level. In the area of equality between women and men:

- Concerning balanced representation of women and men in decision-making:
 - [Law 62/2017](#), of August 1, which defines minimum thresholds of women and men in boards of public companies (33% as of 1 January 2018) and listed companies (20% as of 1 January 2018; 33% as of 1 January 2020). This law has already produced very positive impacts in 1,5 years of implementation, raising the number of women in the boards of listed companies from 12 to 18%, in State companies from 28 to 32% and in local public companies from 20 to 32%.
 - In terms of political participation, [Law 1/2019](#), of March 29, raising from 33% to 40% the minimum threshold of women and men in the electoral lists to national and European parliament, elective bodies of municipalities, and members of the Parish Councils
 - [Law 26/2019](#), of March 28, which defines a minimum 40% threshold of women and men among top civil servants in public administration, and in public higher education institutions and associations.
- Concerning equal pay for women and men:

- [Law 60/2018](#), of August 21, which creates mechanisms to promote equal pay between women and men for equal work and work of equal value. This law creates a duty for companies to have transparent pay policies based on the application of gender-neutral job evaluations; improves national data on gender pay gap; strengthens the role of Labour Inspectorate (through a specific mechanism to notify companies to produce a plan to evaluate pay disparities and correct those amounting to discrimination) and the Commission for Equality in Labour and Employment (which now has the power to issue binding opinions on situations of potential pay discrimination).
- Raising the minimum income over the years from 505€ in 2015 to 600€ in 2019.

In this area, Portugal has made important efforts: according to national data collected by the Ministry of Labour, between 2012 (18.5%) and 2017 (14.9%), the average gender pay gap decreased 3.6pp in basic salary. The 1.8pp decrease from 2015 and 2017 was mainly due to the improvement of women's salaries which grew more than men's.

- Concerning the desegregation of education and professions, the Government has been implementing, since 2017/18 school year (started as a pilot), the project "Engineers for a day" across the country, that works directly with lower secondary and secondary students to challenge stereotypes in the areas of engineering and ICT, through practical exercises, mentoring and work experiences, to incentivize more girls to choose these areas. Altogether, the project has already involved around 3520 students, 37 schools across the country, 28 companies, 12 higher education institutions, and several others stakeholders such as municipalities, foundations and associations.
- Concerning work-life balance, in December 2018, the Government launched an innovative [work-life balance \(WLB\) programme \(3 em Linha – Programa para a Conciliação da Vida Profissional, Pessoal e Familiar 2018-2019\)](#), to foster conditions for women and men to be able to balance professional, personal and family life. Its 4 axes (with a total of 33 actions) are intersectoral and range from promoting WLB practices in private and public organizations, including through dialogue with social partners; developing specific action measures in the public administration; improvement of infrastructures, services and incentives in the care, education, transport and health sectors; and producing knowledge..
- Also, the 2019 State Budget establishes that Government develops support measures for informal carers and cared persons, namely by strengthening their social protection, providing training opportunities for carers, and preventing poverty and social exclusion. A pilot project is being prepared to study and implement a public support network for informal carers and cared persons, namely in

terms of house support, counselling, support and training, psychosocial support, support networks, and carers' right to rest.

- Concerning education, the Government approved a National Strategy for Citizenship Education. Launched in 2017, this strategy aims to give students the tools to understand, value and practice equality in interpersonal relationships, human rights and democratic citizenship. This Strategy develops students' knowledge and skills regarding themes such as human rights; gender equality (including the issues of violence against women and domestic violence); interculturalism; sustainable development; environmental education; health education; sex education; media education; institutions and democratic participation; financial literacy and consumer education; road safety and risk; entrepreneurship; security, defense and peace; animal welfare; and volunteering.

Decree-Law nr 55/2018, of July 6, introduces Citizenship Education in all compulsory education levels and vocational education courses. Each school sets a School Strategy for Citizenship Education, defining which themes and projects will be developed by the school community. Several tools have been developed to support schools, including teaching and non-teaching staff, in the implementation of this Strategy, namely:

- In March 2018, Citizenship Education e-learning training activities for the 235 schools involved in a pilot project on autonomy and curricular flexibility, which were the first to implement the Strategy.
 - In July 2018, a new card game "Agora Falo Eu" ("Now It's My Turn") aimed to assess which Citizenship Education themes interest 6-11 year old children more.
 - In September 2018, training courses for the 936 teachers responsible for citizenship education in all public schools (an investment of € 80,000).
 - In November 2018, a new smartphone app to be used inside or outside the classroom to help students learn about the strategy's contents and stimulate collaborative projects with the community.
 - Since December 2018, preparation of a set of projects and resources for each of the Strategy's themes, as well as diverse learning methodologies for schools, to be made available online.
- In terms of funding, Portugal has been set on channeling public funding to develop specific actions under ENIND's strategic objectives. For example, only in the first semester of 2019, this has translated into the opening of lines of funding totaling 51.9M€, namely to: a) train professionals; support civil society organizations; support projects that combat discrimination in workplaces through tools to eliminate pay discrimination and to self assess inequalities; support projects at local level to develop sectoral policies that promote gender equality and to enhance political and civil participation of women

and girls; evaluate the economic impact of inequalities in the segregation of professions, in pay, and in unpaid work; to support public and private organizations in implementing and certifying WLB management systems under a national standard; support projects to prevent and eliminate violence against women and domestic violence (VAWDV); to support structures that are part of the national support network for domestic violence victims, namely for support and shelter. Government has been gradually implementing gender budgeting. The 2019 State Budget establishes that all public administration services and bodies' budgets integrate a gender perspective, and should identify which programs, activities or measures will be subject to gender impact analysis in 2019. In 2018 this process has translated into training of relevant public administration and ministerial staff (including on the job training) in a number of sectors, and the production of the corresponding sectoral and global gender budgeting reports.

It is important to mention all the efforts and achievements in the prevention and combat of all forms of violence against women and girls, including domestic violence, and trafficking in human beings. More detailed information can be found in Q13; Q14; Q15; however the following can be highlighted:

- Strengthening the training and qualification of professional in critical areas of intervention, through the establishment of several cooperation protocols between the Commission for Citizenship and Gender Equality -CIG (in charge of coordination the implementation of VAWDV policies) and other entities, such as General Prosecutor's Office, police forces, Directorate General for Justice Administration; with the Bar Association; and with the Centre for Judicial Studies in charge of training magistrates.
- Fostering the implementation of VAWDV policies at the local level which are closer to local needs, through the establishment of protocols between CIG and municipalities across the countries, always including civil society organizations and other local authorities. Since 2019, these protocols have guaranteed that a current total of 71% of the Portuguese municipalities have structures to support domestic violence victims, included in the national support network victims.
- Opening of specialized support structures that respond to other types of violence and the needs of particularly vulnerable groups, such as LGBTI persons, sexual violence victims, women victims who have disabilities and mental disorders.

In what concerns the protection of the rights of LGBTI persons:

- Child adoption, civil sponsorship and all other legal family relationships permitted to same-sex couples ([Law 2/2016 of 29 February](#)).

- Medically assisted procreation permitted to all women regardless of infertility diagnosis, marital status or sexual orientation, including couples of women ([Law 17/2016 of 20 June](#)).
- Legal framework establishing the right to self-determination of gender identity and gender expression and the protection of sex characteristics, including guarantees and measures on a variety of matters such as legal documents, healthcare and education, as well as the prohibition of surgeries on intersex children ([Law 38/2018 of 7 August](#)).
- Under ENIND, for the first time, Portugal has a specific and autonomous action plan to combat discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics.

Despite the many progresses made in the situation of women in Portugal, *de facto* inequalities remain and need to be addressed. Objectives such as the promotion of gender balance in decision-making, whether political or economic, or the deepening of equality in the labor market and the equal sharing of responsibilities (professional, personal and family), are far from being achieved, denying women a full exercise of their rights and legitimate aspirations. In addition, violence against women and girls is still scourge in Portuguese society, which requires consolidation and reinforcement of public policies in this area.

2. Which of the following have been the top five priorities for accelerating progress for women and girls in your country over the past five years through laws, policies and/or programmes? (please check relevant categories)

- ✓ Equality and non-discrimination under the law and access to justice
- ✓ Quality education, training and life-long learning for women and girls

Poverty eradication, agricultural productivity and food security

- ✓ Eliminating violence against women and girls

Access to health care, including sexual and reproductive health and reproductive rights

Political participation and representation

- ✓ Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)

Women's entrepreneurship and women's enterprises

- ✓ Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)

Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)

Basic services and infrastructure (water, sanitation, energy, transport etc.)

Strengthening women's participation in ensuring environmental sustainability

- ✓ Gender-responsive budgeting
- ✓ Digital and financial inclusion for women

Gender-responsive disaster risk reduction and resilience building

- ✓ Changing negative social norms and gender stereotypes

Other

In the past 5 years, the top five priorities for accelerating progress have been:

1. Eliminating violence against women and girls

On prevention and combating violence against women and girls, Portugal has developed over the years a consistent strategy to prevent and combat violence against women and domestic violence and is committed to consolidating this policy, evaluating impacts and needs and working on effective ways to improve.

It is important to highlight that Portugal was the first country in the European Union to ratify the Istanbul Convention (Council of Europe Convention on preventing and combating violence against women and domestic violence) on 5th February 2013. It must be underlined that this ratification had unanimity, at the Portuguese parliament, involving, since the beginning, all political parties.

By taking this step, Portugal has been at the forefront of countries that call for the commitment to the implementation of this Convention, agreeing to deepen its legal system, practices and means to a better prevention and a more effective combat of violence against women and domestic violence.

To highlight some milestones:

- Approval of a new action plan, as part of ENIND (see Q1), aligned with the Istanbul Convention. This ENIND/VAWDV action plan, together with the national support network for domestic violence victims (RNAVVD) are core references in preventing and combating VAWDV. The new action plan focuses on six strategic goals: 1) eradicate social tolerance towards VAWVD, raise awareness of its impact and promote a culture of non-violence, HR, equality and non-discrimination; 2) support and protect by expanding and consolidating intervention; 3) intervention with perpetrators, promoting

a culture of accountability; 4) train professionals and services for the intervention; 5) investigate, monitor and evaluate public policies; 6) prevent and combat harmful traditional practices, in particular FGM and early, forced and child marriages.

- Expansion and specialisation of the national support network for domestic violence victims (RNAVVD):
 - Currently, RNAVVD comprises: 161 support structures (covering 71% of municipalities); 40 shelters (3 more than in 2015); 26 emergency shelters (6 more than in 2015).
 - Since 2015, the following specialized structures for victims of domestic violence have been created, through protocols with civil society organisations:
 - Shelter for women with disabilities.
 - Shelter for women with mental disorders.
 - Shelter for men.
 - Centre for women victims of sexual violence.
 - Centre for men victims of sexual violence.
 - Support centres and emergency shelter for LGBTI persons.
 - In terms of local policies, since 2016, a strategy to territorialise national policies to prevent and combat VAWDV has been developed (see Q1), fostering the adaptation of VAWDV policies to the local level, through the establishment of protocols between CIG and municipalities across the countries, always including civil society organizations and other local authorities. Since 2019, these protocols have guaranteed that a current total of 71% of the Portuguese municipalities have structures to support domestic violence victims, included in the national support network victims. Other than CIG and municipalities, these protocols include civil society organizations, public services and local authorities (social security, security forces, public prosecutor, health services, education services, forensic medicine services). The aim is to improve local intervention through the creation of support structures and the improvement of synergies and articulation between all involved actors, and to eliminate territorial disparities in terms of services and structures, aiming for a progressive national coverage.

In order to increase decentralized assistance / support to victims (especially in rural areas where public transport response is insufficient), the State has provided 14 service structures (in mainland) with one vehicle each.

- In terms of improving the qualification and quality of services and support to victims:

- Production in 2016 of a Guide with minimum standards for intervention in situations of VAWVD (to be complied with by all structured in the RNAVVD)
- Creation of a Group for the Retrospective Analysis of Homicides in the context of DV – to date, it has produced six reports with concrete public policy recommendations
- Within the framework of Simplex Programme, CIG launched on March 2017 the “App VD - App to support victims of domestic violence”- available on the App Store and Google Play. Portuguese VAWDV violence victims (and support professionals in general) may access, through this mobile phone app, all information about support services available all over the country, get information on how to make a complaint or request information.
- Change to the law regulating the social integration income (Law 13/2013, of May 21), establishing a maximum deadline of 20 days for a decision to be issued on requests made by persons with DV victim status, whilst the general deadline is 30 days.
- Approval of DL 2/2018, of January 24, that regulates the organization and functioning of RNAVVD structures – streamlines instruments and procedures, and creates self assessment procedures.
- Setting up of a Multidisciplinary Technical Commission (by Resolution of the Council of Ministers 52/2019, of march 6) in charge of presenting concrete public policy proposals, during June 2019, regarding three main areas: improving collection and treatment of official data on homicides and other forms of VAWDV; improving victim protection mechanisms within the 72 hours after a DV complaint is lodged; improving and diversifying training models which should include modules that are common to the various sectors and value analysis of concrete cases.
- In terms of training professionals for a better and more adequate intervention
 - Strengthening the training and qualification of professional in critical areas of intervention, through the establishment of several cooperation protocols between the CIG and other entities, such as General Prosecutor’s Office, police forces, General Secretariat of the Ministry of Internal Affairs, Directorate General for Justice Administration; with the Bar Association; and with the Centre for Judicial Studies in charge of training magistrates.
 - CIG is developing a training project aimed at preventing and combating sexual violence in intimate relationships, in partnership with Social Security Institute (ISS, IP), the Directorate General of Health (DGS), the Ministry of Justice (MJ), the General Directorate of Education (DGE) and the Directorate General of School Institutions (DGEstE) and the General Secretariat of the Ministry of Internal Affairs (SGMAI). The project aims to raise awareness within professionals in

these five sectors (professionals in the public administration, considered key to implement prevention programs regarding sexual violence in intimate relationships, training them to recognize, in the context of their intervention, the problem of sexual violence in intimate relations and adapt their attitudes and behaviours.

- Funding to train professionals in all ENIND areas namely VAWDV – see Q1
- In terms of preventing and combating FGM
 - In 2018 a major project was launched “*Práticas Saudáveis: Fim à Mutilação Genital Feminina*”, that gives renewed drive to policies in this area, reinforces the involvement of public services, and fosters an integrated intervention. Under the coordination of CIG, the High Commission for Migration and the Regional Health Administration of Lisboa and Vale do Tejo, the activities are promoted by Public Health Units in higher prevalence areas – Almada-Seixal, Amadora, Arco Ribeirinho (Alcochete, Montijo, Moita, Barreiro), Loures-Odivelas and Sintra. These activities comprise the training of professionals in key sectors (health, education, justice, security forces, social security, among others) and intervention initiatives at community level.
 - Several editions of the post graduate programme in “sexual and reproductive health; FGM”, at Escola Superior de Saúde do Instituto Politécnico de Setúbal (the 4th edition is currently ongoing) for health professionals.
 - In 2016, an awareness campaign "the right to live without Female Genital Mutilation" was launched. This campaign was (re)launched during Easter and Summer school holidays at the airports of Lisbon, Oporto and Faro, consisting in the distribution of leaflets and display of posters. This campaign is the result of a joint initiative of the Government, in partnership with various public and private entities. In 2019, a [new campaign was launched](#) with the motto “don’t cut the future”
- 2. Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, balanced representation in decision making)
- 3. Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)

These two priorities will be dealt together as integrated parts of Portuguese public policy.

To highlight some milestones:

- In terms of balanced representation in decision-making positions, see Q1:

- [Law 62/2017](#), of August 1, which defines minimum thresholds of women and men in boards of public companies (33% as of 1 January 2018) and listed companies (20% as of 1 January 2018; 33% as of 1 January 2020).
- In terms of political participation, [Law 1/2019](#), of March 29, raising from 33% to 40% the minimum threshold of women and men in the electoral lists to national and European parliament, elective bodies of municipalities, and members of the Parish Councils
- Law 26/2019, of March 28, which defines a minimum 40% threshold of women and men among top civil servants in public administration, and in public higher education institutions and associations
- Concerning equal pay for women and men:
 - Law 60/2018, of August 21, which creates mechanisms to promote equal pay between women and men for equal work and work of equal value.
 - Raising the minimum income over the years from 505€ in 2015 to 600€ in 2019.
 - Two web tools (a self-assessment survey and a gender pay gap calculator) were produced and made available by the Commission for Equality in Labour and Employment (CITE) that enable companies to analyse their personnel pay structure and understand whether the pay differences are gender-based. A Time Use Survey project that collected data regarding time used on paid and unpaid work by men and women.
 - The project “Sexual and Moral Harassment in the Workplace” in 2014 collected data and raised awareness on moral and sexual harassment in the labour market. [Law 73/2017](#) reinforces the regime on the prevention of harassment at work.
- Concerning the desegregation of education and professions:
 - Government has been implementing, since 2017/18 school year (started as a pilot), the project “Engineers for a day” across the country, that works directly with lower secondary and secondary students to challenge stereotypes in the areas of engineering and ICT, through practical exercises, mentoring and work experiences, to incentivize more girls to choose these areas. Altogether, the project has already involved around 3520 students, 37 schools across the country, 28 companies, 12 higher education institutions, and several others stakeholders such as municipalities, foundations and associations.
 - [Decree-Law 84/2015](#) provides financial support to employers that hire unemployed people of the under-represented sex in a particular occupation.
- Concerning protection of parenthood and promotion of work-life balance:

- in December 2018, the Government launched an innovative [work-life balance \(WLB\) programme \(3 em Linha – Programa para a Conciliação da Vida Profissional, Pessoal e Familiar 2018-2019\)](#), to foster conditions for women and men to be able to balance professional, personal and family life. Its 4 axes (with a total of 33 actions) are intersectoral and range from promoting WLB practices in private and public organizations, including through dialogue with social partners; developing specific action measures in the public administration; improvement of infrastructures, services and incentives in the care, education, transport and health sectors; and producing knowledge
 - The 2019 State Budget establishes that Government develops support measures for informal carers and cared persons, namely by strengthening their social protection, providing training opportunities for carers, and preventing poverty and social exclusion. A pilot project is being prepared to study and implement a public support network for informal carers and cared persons, namely in terms of house support, counselling, support and training, psychosocial support, support networks, and carers' right to rest. Several bills on this topic are currently being discussed in the national parliament.
 - In 2015, father's leave was extended to 15 compulsory days (consecutive or not), of which five are taken immediately after birth and the remaining 10 in the 30 days following birth.
 - In May 2019, the National Parliament approved several changes to the Labour Code, namely: increasing to 20 compulsory days the leave for fathers; in cases of hospitalisation of the newborn, parental leave is extended for the period of hospitalisation up to a maximum of 30 days or for the whole period of hospitalisation if the birth occurs before or at 33 weeks; in all cases where birth occurs before or at 33 weeks, parental leave is extended for 30 days more.
 - [Decree-Law no. 53/2018](#) extended the social protection scheme of self-employed workers. It includes now two more benefits: child care benefit (to assist children in case of sickness or accident) and benefit for the care of grandchildren (to provide assistance following the birth of a grandchild or to take care for a grandchild) that were part of the scheme of employees, thus harmonizing the protection between the two schemes.
4. Changing negative social norms and gender stereotypes, including an intersectional approach:
- National Strategy for Citizenship Education (see Q1). Launched in 2017, this strategy aims to give students the tools to understand, value and practice equality in interpersonal relationships, human rights and democratic citizenship. This Strategy develops students' knowledge and skills regarding themes such as human rights; gender equality (including the issues of violence against women and

domestic violence); interculturalism; sustainable development; environmental education; health education; sex education; media education; institutions and democratic participation; financial literacy and consumer education; road safety and risk; entrepreneurship; security, defense and peace; animal welfare; and volunteering. Decree-Law nr 55/2018, of July 6, introduces Citizenship Education in all compulsory education levels and vocational education courses. Each school sets a School Strategy for Citizenship Education, defining which themes and projects will be developed by the school community. Several tools have been developed to support schools, including teaching and non-teaching staff, in the implementation of this Strategy.

- The project 'Education Guides for Gender and Citizenship is a strategy for gender mainstreaming in education system' and has been coordinated by CIG since 2008. The project includes the production of Education Guides about Gender and Citizenship for all the cycles of compulsory public education system (from 1st grade to 12th grade) and nationwide in service teachers' training for the application of the guides and the integration of gender quality in teachers' practice.

Since 2013-2014, the Guides have been applied nationwide in service teachers' training covering nearly 1.800 teachers – 84% women and 16% men - from 54% of public school clusters. Since the school year of 2018-2019, gender equality was integrated by many schools in the compulsory subject of "Citizenship and Development", as well as in the schools Strategy for Citizenship Education, approved by each school cluster until the end of 2018.

- Funding to support projects of civil society organisations namely for awareness raising purposes (see Q1)
- On the intersectional approach see Q1 and Q3

5. Gender mainstreaming, including gender budgeting

- ENIND/action plan to promote equality between women and men, includes a strategic objective targeted at creating and reinforcing mainstreaming instruments. Among many others, sectoral equality plans at central and local, as well as appointment of gender advisors is key. Moreover, it is important to note that, in 2019, the first training programme for public servants (included in the regular training offer) specifically on Equality and Non-Discrimination, including courses on equality and non-discrimination, gender perspective in policies, equality plans, gender budgeting. Also, a new generation of protocols between CIG and the municipalities was launched in 2018, directly aligned with ENIND. Under this new model, municipalities commit to develop concrete actions, e.g., adopt an equality and non-discrimination plan with indicators and measurable targets in areas such as training, balanced

representation, WLB); appoint two gender advisors, one of which holding a management position in the municipality.

6. On gender budgeting see Q1.

3. Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination? (please check relevant categories)

- ✓ Women living in remote and rural areas

Indigenous women

- ✓ Racial, ethnic or religious minority women
- ✓ Women living with disabilities

Women living with HIV/AIDS

- ✓ Women with diverse sexual orientations and gender identities
- ✓ Younger women
- ✓ Older women
- ✓ Migrant women
- ✓ Refugee and internally displaced women

Women in humanitarian settings

Other

As mentioned above, ENIND is the first instrument for the implementation of public policies which explicitly refers intersectionality as a premise in the definition of measures directed to the disadvantages that occur at the intersection of gender/sex with other factors of discrimination, including age, racial and ethnic origin, disability, national origin, sexual orientation, the gender identity and expression and sexual characteristics.

Intersectionality is one of the transversal lines of ENIND. Within the framework of the Strategy, there are 3 action plans. The Action Plan for Equality between Women and Men (the most comprehensive plan), which is organised by sectoral areas (in a gender mainstreaming perspective). It has a specific area for social inclusion, in which there are some measures addressed to different socially disadvantaged and vulnerable

groups. One on prevention and elimination of violence against women and girls and a specific action plan addressed to elimination of discrimination against LGBTI people.

ENIND contains a number of measures specifically seeking to promote a multi-ground approach, for example:

- Production of tools and development of information, awareness and training actions on intersectional discrimination (for ex: white paper in order to produce a non-discrimination law, awareness and training actions about intersectional discrimination)
- Integration of gender perspective in the work of the services of the national network of support to the integration of migrants and other areas of project of the national mechanism for migrants' integration.
- Improve national statistics related to gender violence and domestic violence, in an intersectional perspective.

As mentioned above, Portugal made several achievements in advance on the rights of LBT women (see answer to Q1), namely on child adoption, civil sponsorship and all other legal family, medically assisted procreation and on the right to self-determination of gender identity and gender expression.

Under ENIND, CIG and the High Commission for Migration ¹ have been carrying out a number of actions embedded in the intersectional approach, such as:

- To respond to the need to design action measures that are responsive to the specificity of migrant women, in January 2019, creation of a Project area on Intersecting Inequalities within the High Commission, which aims to develop and implement gender sensitive policies and measures for the integration of migrants - including refugees and asylum seekers – and Roma, with focus on intersecting inequalities.

This project area focuses on national, European and international challenges in the field of the integration of migrants and Roma communities, in line with European and international recommendations – such as the

¹ the High Commission for Migration (www.acm.gov.pt) is a public institute that, under the direct supervision of the Presidency of the Council of Ministers, responsible for collaborating in the definition, implementation and evaluation of public policies regarding the attraction of migrants, the integration of immigrants and Roma communities, and the management and enhancement of the diversity of cultures, ethnicities and religions through the promotion of intercultural and interreligious dialogue.

Istanbul Convention and the Gender Equality Strategy 2018-2023 of the Council of Europe, as well as the United Nations 2030 Agenda and the International Decade for People of African Descent (2015-2024).

Promotion of awareness raising sessions and workshops throughout 2018 on Gender Equality, Violence against Women and Domestic Violence – including Traditional Harmful Practices – and Human Trafficking. These sessions targeted professionals who work directly or indirectly with migrant and Roma communities, in the National and Local Support Centres for the Integration of Migrants and in the Choices Programme (which aims to promote the inclusion of vulnerable children and youth, and foster equality and social cohesion²):

- 2 awareness raising sessions on Forced and Early Marriages in the Lisbon National Support Centre for the Integration of Migrants, with 27 participants (24 women and 3 men);
 - 2 workshops on Gender Equality in the Lisbon and Porto National Support Centre for the Integration of Migrants, with 57 participants (46 women and 11 men);
 - 3 workshops on Domestic Violence in the Lisbon and Porto National Support Centre for the Integration of Migrants, with 72 participants (58 women and 14 men);
 - 2 awareness raising sessions on Human Trafficking for the Choices Programme and the Lisbon and Porto Network of Partners, with 38 participants (36 women and 2 men).
- Organization of the Meeting-Debate “Erased, Silences, Invisibilities”, by the High Commission together with the Museum of the Calouste Gulbenkian Foundation, framed within the International Decade for People of African Descent (2015-2024). This involved feminist civil society organizations and collectives.

The event took place on the 28th of March 2019, and the discussion was based on the work of the artist Yto Barrada, strongly marked by narratives of histories and identities, in her relationship with the colonial and post-colonial past, and to the West. <https://www.acm.gov.pt/-/encontro-decada-internacional-de-afrodescendentes-2015-2024-debate-apagamentos-silencios-invisibilidades->

- Organization of the international seminar “Intersectionality: the situation of black women and women of African descent”, by the High Commission in collaboration with the European Network for Migrant

² The participants of the 6th generation of the “Choices Programme” (2016-2018) were children and young people between the ages of 6 and 30 years old but family members and the wider community were also involved. The Programme supported 112 projects in Portugal but also in London and Luxembourg where two pilot projects were carried out (ended in December 2017). The 7th generation (2019-2020) of the Programme is running.

Women, <https://www.acm.gov.pt/-/seminario-internacional-sobre-interseccionalidade-a-situacao-das-mulheres-negras-e-afrodescendentes-no-cnaim-de-lisboa> . This initiative took place on the 27th of May 2019, in Lisbon, signaling Africa Day which is celebrated on the 25th of May.

- The Commission for Citizenship and Gender Equality and the High Commission have also been active under the national policies aiming to prevent and eliminate female genital mutilation (FGM). These policies, which have developed in national action programmes since 2007, are now consolidated under the National Strategy for Equality and Citizenship as policies to prevent and eliminate Violence Against Women and Domestic Violence, specifically targeting traditional harmful practices.

More concretely, and under the new National Strategy, a pilot-project was launched in November 2018, called “[Healthful Practices: for the end of Female Genital Mutilation](#)”, and is carried out through the Public Health Units of five Health Centres. Coordination is done by the High Commission, the Commission for Citizenship and Gender Equality and the Regional Health Administration of Lisbon and Tagus Valley, namely in reaching the communities and in supporting the health professionals in their capacity building process

- In November of 2018, the High Commission and the Commission for Citizenship and Gender Equality signed a Partnership Protocol with the Higher Education Health School of the Polytechnic Institute of Setubal, the Directorate General of Health, and the Planned Parenthood Association, to launch the 3rd edition of a Post-graduate course on Sexual and Reproductive Health: Female Genital Mutilation. This course is targeted at health professionals and takes place from December 2018 to June 2019.
- Promoted by the Secretary of State for Citizenship and Equality, the campaign “[Don’t Cut the Future](#)” was launched on 6th February 2019, signaling the International Day of Zero Tolerance for Female Genital Mutilation, with the participation of the High Commission, the Commission for Citizenship and Gender Equality, as well as civil society organizations. In order to signal the beginning of Easter vacation (a known prominent time for taking children to the ritual in their countries of origin), this Campaign was taken to the main national airports, where posters and flyers were distributed, to raise awareness regarding this reality and contribute to its prevention.
- The High Commission promoted a [Conference](#) dedicated to Equality and Human Rights in Islam “Girls and Women, Tradition and Islam”, focusing namely on the abandonment of harmful practices. This Conference took place in Sintra, Portugal on 13th April 2019, as a meeting of/with religious leaders from

communities in risk of FGM, child marriages and rights of women and girls. This Conference gathered various religious leaders active in Guinea-Bissau and in Portugal.

- In 2017, Portugal passed a [new antidiscrimination](#) law in the area of access to and provision of goods and services, strengthening the former legal framework. Between 2017 and 2018, there was an 93.3% increase in the number of discrimination complaints submitted to the Commission for Equality and Against Racial Discrimination under this framework. Among other aspects, the new law:
 - adds descent and territory of origin to the list of prohibited discrimination factors (racial and ethnic origin, color, nationality);
 - for the first time, expressly prohibits multiple discrimination and discrimination by association. This is the first and only piece of legislation that takes into account multiple discrimination.
 - reinforces the composition and powers of the Commission for Equality and Against Racial Discrimination. This Commission is responsible for receiving complaints and carrying out all administrative procedures, leading to the possible application of fines for discriminatory practices (inf the former regime, competence for carrying out the administrative procedure was scattered throughout different sectoral bodies);
 - aggravates applicable fines – individuals can be subject to a fine up to 4,357.60 euros and legal persons to a fine up to 8,715.20 euros;
 - introduces the possibility of mediation as a dispute resolution procedure, upon request or *ex officio*.

- The Operational programme for Educational Promotion is an initiative addressed to young people from Ciganos (Roma) Communities enrolled in higher education that give them scholarships and tutorships. In the school year 2017/2018, the rate of scholar success of this program was 64%, and roma girls were 75%.

- Integration of the intersectional approach in the several lines of funding launched by CIG:
 - For the training of professionals in the areas of: a) promotion of equality between women and men, including an intersectional perspective; b) prevention and elimination of violence against women and domestic violence, including an intersectional perspective; c) prevention and elimination of discrimination, including multiple and intersectional discrimination, namely on the basis of sex, sexual orientation, gender identity and expression, sex characteristics, racial

and ethnic origin, color, nationality, descent, territory or origin, age and disability); d) prevention and elimination of trafficking in human beings, including an intersectional perspective.

- For the technical and financial support of civil society organizations that work in the areas of: promotion of equality between women and men; prevention and elimination of discrimination, including multiple and intersectional discrimination, namely on the basis of sex, sexual orientation, gender identity and expression, sex characteristics, racial and ethnic origin, color, nationality, descent, territory or origin, age and disability including an intersectional perspective; prevention and elimination of violence against women and domestic violence, including traditional harmful practices; prevention and elimination of trafficking in human beings. All actions should foster an intersectional perspective.
- For local projects and instruments to prevent and eliminate violence against women and domestic violence; and for projects to promote the political and civic participation of women and girls at local and regional levels, namely from vulnerable groups.
- To be launched in the first semester of 2019, two other funding lines are being prepared: for the production of studies on the situation of migrant women in Portugal, namely black women and women of African descent; and for the production of a white book on intersectional discrimination, looking at the Portuguese antidiscrimination legal framework.

Concerning women living and working in rural areas they are a very diverse group. Adding up to sex, some of them suffer from discrimination and violence at the intersection of sex and other grounds such as age, racial and ethnic origin, disability, nationality, sexual orientation, gender identity and expression, or sex characteristics.

Portugal recognizes the importance of the role of women in rural areas, not only because of their influence on the economy of these areas, but also for their contribution to economic diversification, environmental conservation and preservation of natural heritage.

These women face particular vulnerabilities, which translate into lower levels of schooling and integration in the labor market, lower salaries, reduced participation in decision-making, less access to vocational training and higher difficulties in reconciling work, family and personal life. They are also affected by restrictions to their mobility, by isolation, by the aging population and by the scarcity of infrastructures and proximity services such as schools, health facilities and banking services.

In terms of representation and participation, the Association of women farmers and rural women Portugal – MARP (the main association in Portugal representing rural women) is represented and participates in the consultative body of the Commission for Citizenship and Gender Equality, in charge of developing public policies in the areas of citizenship and gender equality.

Moreover, and recognizing the needs of rural women in the area of prevention and protection against violence, the new plan of action (under ENIND) – in full alignment with the Istanbul Convention (Council of Europe) - reinforces the national coverage of victim support and protection services particularly in rural and isolated areas, strengthening local networks between municipalities, women's NGOs and other actors (*see below*). The protocols established between CIG and municipalities is a key instrument to achieve this.

Moreover, ENIND also reinforced gender mainstreaming mechanisms in all fields of governance to ensure an integrated, coherent and effective intervention on the ground. In particular, the gender perspective is integrated in the national program for the valorization of inland areas: through new protocols between central and local administration, financial support to local projects to promote equality between women and men, and through reinforcing local networks to prevent and eliminate violence against women and domestic violence.

Also, in 2018, the Government approved the Small-Scale Family Agriculture Status . This is an area where women face severe disadvantages. This status is supposed to have a strong impact on the empowerment and participation of rural women, particularly in the agricultural labor market by providing them with more skills, means, and access to more favorable social security and tax systems.

In 2016, the Government implemented a pilot distance-learning education program, fundamental to reduce training and skill shortages, also in ICT. This program aims to complement the recurrent secondary education network, responding to the problem created by geographical dispersion, particularly in regions of low population density, such as rural areas, and the need felt by an active population in Portugal that has not completed secondary education.

Finally, security forces develop special programs of community policing, such as the Program Support 65 – Safety which aims to ensure a safety net for isolated seniors or for those at risk of social isolation, by supporting and raising awareness.

The Program Support 65 covers 94% of mainland territory. Risk cases that are detected, depending on the

Moreover, the Portuguese model of sustainable rural development aims to strengthen the multifunctional agro-forestry sector through a three-fold approach: firstly economic, through the enhancement of marketable goods; secondly environmental, by developing services and sustainable management of resources; and thirdly strengthening territories by improving the governance of local communities and their related activities.

4. Has the increasing number of humanitarian crises—caused by conflict, extreme weather or other events—affected the implementation of the BPfA in your country?

N/A

5. Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programmes? (please check relevant categories)

Equality and non-discrimination under the law and access to justice

- ✓ Quality education, training and life-long learning for women and girls

Poverty eradication, agricultural productivity and food security

- ✓ Eliminating violence against women and girls

Access to affordable quality health care, including sexual and reproductive health and reproductive rights

Political participation and representation

- ✓ Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression)

Women’s entrepreneurship and women’s enterprises

- ✓ Unpaid care and domestic work / work-family conciliation (e.g. paid maternity or parental leave, care services)
- Gender-responsive social protection (e.g. universal health coverage, cash transfers, pensions)
- Basic services and infrastructure (water, sanitation, hygiene, energy, transport, communication, etc.)
- Strengthening women's participation in ensuring environmental sustainability
 - ✓ Gender-responsive budgeting
 - ✓ Digital and financial inclusion for women
- Gender-responsive disaster risk prevention, reduction and resilience building
 - ✓ Changing negative social norms and eliminating gender stereotypes
- Other

As mentioned before, ENIND brings, under one umbrella and integrated strategy, public policy areas which hitherto were embodied in separated national plans. This integrated approach fosters collaboration and coordination of efforts, valuing a common vision that simultaneously has a more structuring and sustainable effect on a desirable future.

As such, ENIND includes the three following Action Plans, which define concrete measures for the first four years of implementation (up to 2021):

- Action plan for equality between women and men, with the following strategic objectives:
 - To guarantee a governance that integrates the elimination of sex discrimination and the promotion of equality between women and men in policies and actions, at all levels of public administration
 - To guarantee conditions for a full and equal participation of women and men in the labour market and in professional activity
 - To guarantee conditions for an education and training that are free from gender stereotypes
 - To promote equality between women and men in higher education and in scientific and technological development
 - To promote equality between women and men in the health area across the lifecycle
 - To promote a cultural and media that are free from sexist stereotypes and foster equality between women and men

- To integrate the promotion of equality between women and men in the fight against poverty and social exclusion
- Action plan for preventing and combatting against violence against women and domestic violence, , with the following strategic objectives:
 - To eradicate social tolerance towards VAWVD, raise awareness of its impact and promote a culture of non-violence, HR, equality and non-discrimination
 - To support and protect by expanding and consolidating intervention
 - To intervene with perpetrators, promoting a culture of accountability
 - To train professionals and services for the intervention
 - To investigate, monitor and evaluate public policies
 - To prevent and combat harmful traditional practices, in particular FGM and early, forced and child marriages
- Action plan for combatting discrimination on the grounds of sexual orientation, gender identity and expression and sex characteristics, with the following strategic objectives:
 - To promote knowledge about the real situation and needs of LGBTI people and discrimination on the basis of sexual orientation, gender identity and expression and sex characteristics
 - To guarantee the mainstreaming of issues of sexual orientation, gender identity and expression and sex characteristics
 - To combat discrimination on the basis of sexual orientation, gender identity and expression and sex characteristics and to prevent and combat all forms of violence against LGBTI people in public and private life

Section Two: Progress across the 12 critical areas of concern

Inclusive development, shared prosperity and decent work

Critical areas of concern:

- A. Women and poverty
- F. Women and the economy
- I. Human rights of women
- L. The girl child

6. What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?

- ✓ Strengthened / enforced laws and workplace policies and practices that prohibit discrimination in the recruitment, retention and promotion of women in the public and private sectors, and equal pay legislation

Introduced / strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

- ✓ Taken measures to prevent sexual harassment, including in the workplace

Strengthened land rights and tenure security

Improved financial inclusion and access to credit, including for self-employed women

Improved access to modern technologies (incl. climate-smart technologies), infrastructure and services (incl. agricultural extension)

Supported the transition from informal to formal work, including legal and policy measures that benefit women in informal employment

- ✓ Devised mechanisms for women's equal participation in economic decision-making bodies

(e.g. in ministries of trade and finance, central banks, national economic commissions)

Other

To highlight some milestones (see Q1 and 2):

- In terms of balanced representation in decision-making positions, see Q1:
 - [Law 62/2017](#), of august 1, which defines minimum thresholds of women and men in boards of public companies (33% as of 1 January 2018) and listed companies (20% as of 1 January 2018; 33% as of 1 January 2020).

If the minimum threshold of women and men in boards is not met, the law provides for penalties. Thus:

- in the case of entities of the public sector, the act of designating the administrative and supervisory bodies will be considered null and a new proposal that meet the threshold has to be presented within 90 days;
- in the case of listed companies, the act of designating the administrative and supervisory bodies will be considered null by the Portuguese Stock Market Supervisory Commission and the situation must be regularised within 90 days.

The maintenance of non-compliance with the minimum threshold results in the application of a rebuke to the offender and its publication in a public register on the website of the Commission for Citizenship and Gender Equality (CIG), of the Commission for Equality in Labour and Employment (CITE) and of the Portuguese Stock Market Supervisory Commission.

For listed companies, in case of an infringement of the minimum threshold for more than one year after the date of the rebuke, the Portuguese Stock Market Supervisory Commission shall apply a financial penalty.

The law also requires state-owned companies and listed companies to draw up annual Equality Plans and publish them on their websites. These Plans have to be sent to the Commission for Citizenship and Gender Equality (CIG) and to the Commission for Equality in Labour and Employment (CITE) and the latter may issue recommendations on the Plans and publish them on its website.

The Law provides that any change in the composition of the administrative and supervisory bodies of the state-owned companies and listed companies should be communicated to the Commission for Citizenship and Gender Equality (CIG) within 10 days.

- In terms of political participation, [Law 1/2019](#), of march 29, raising from 33% to 40% the minimum threshold of women and men in the electoral lists to national and European parliament, elective bodies of municipalities, and members of the Parish Councils

- Law 26/2019, of March 28, which defines a minimum 40% threshold of women and men among top civil servants in public administration, and in public higher education institutions and associations

On June 30, 2015, CITE released the [National Promotion Campaign Women on the Boards of Directors](#).

In 2015, in Portugal, 59% of people graduate with higher education and 54.8% of people with a doctorate degree were women. However, men occupied 91% of the seats of members of the Board of Directors of the 17 listed companies. In the absence of an objective reason for this disparity, CITE launched a campaign to raise awareness among stakeholders, seeking to change this trend.

With this national impact campaign, it was hoped that the message would be carried to a large number of companies, social partners, workers, through several strategies, various formats and tools, in the TV and on radio, on the Internet and external media, such as muppis and public transport, as well as awareness-raising actions.

- Concerning equal pay for women and men:
 - Law 60/2018, of August 21, which creates mechanisms to promote equal pay between women and men for equal work and work of equal value.
 - Raising the minimum income over the years from 505€ in 2015 to 600€ in 2019.
 - In 2014 CITE developed two web tools that enable companies to analyse their personnel and pay structure and understand whether the pay differences founded are gender-based or not.

The Self-Assessment Survey on Equal Pay between Men and Women in Companies is a tool built in order to evaluate some organisational practices related to the valuation of the work and the payment of salaries and other benefits to their workers.

As going through the various questions that make up this questionnaire the employer is induced to reflect on some practices or procedures as a way to identify situations that may pose as a potential cause of unequal treatment between men and women, with effect on wage level.

The [Gender Pay Gap Calculator \(Calculator DSG\)](#) is a software tool that allows companies to conduct a self-assessment exercise on equal pay between men and women. It allows the measuring of the gender pay gap

within the companies and the identification of concrete situations of pay gap between women and men, allowing knowing whether these differences are explained by objective factors or by the variable sex.

The methodology used in building the Calculator DSG is based on a statistical regression analysis that considers a number of variables related to the skills required for a job and the evaluation factors of the workers' jobs, in order to assess their influence in the basic wage and in earnings. The "sex" arises as a further independent variable, since all other variables relate to it.

Apart from this analysis, companies still get a set of statistical information on the salary and earnings gaps among men and women in all variables considered.

Since the beginning of 2015 these tools are available on CITE's website.

These tools allow companies to self-testing and self-regulate in this matter and voluntarily adopting measures and practices that can correct the gaps found.

The number of entities that have already accessed these tools reveals the relevance of the tools. Last year 860 users logged in 1004 times to the Gender Pay Gap Calculator and 159 did the self-assessment survey.

In 2014, this report was presented and discussed in the [Standing Committee for Social Dialogue](#), which led to the drafting of recommendations proposed by the Government with the aim of eliminating the wage differences that have no objective justification.

- The Commission for Equality in Labour and Employment (CITE) organized an Equal Pay Day in 2014 and 2018, celebrates the National Equal Pay Day every year to raise public awareness in order to reverse the persistent difference between what women earn and men earn, disseminating information on inequalities among the main agents within the labour market, enterprises and employers' associations of the major economic sectors as well as the social partners.

Along with Labour Code, that forbids discrimination on the grounds of sex, several acts address the issue. CITE aims to promote the equality between men and women of Labour Code in organizations.

- Resolution of the Council of Ministers (no. 72/2018, 6/6/2019 - D.R., IS no. 108/2018) approves the Program of Action to combat precariousness and promote collective bargaining.
- Resolution of the Assembly of the Republic (no. 124/2017, de 20/6/2017 - D.R., IS, no. 117/2017), recommends that the Government take measures to eliminate wage inequalities between men and women.
- Ordinance no. 84/2015, of March 20 - D.R., IS, no. 56, 03/20/2015, creates and regulates the measure of Promotion of Gender Equality in the Labour Market.
- Resolution of the Council of Ministers (no. 11-A/2015, 06/3/2015 - D.R., IS, no. 46, 1st Supplement), promotes a better balance in the representation of women and men in corporate decision-making bodies and establishes mechanisms to promote equal pay.
- Resolution of the Council of Ministers ([no. 18/ 2014, 07/3/2015](#)), provides a set of specific measures to combat gender pay gap in order to achieve effective gender e The Resolution determines that:
 - the companies of the State-owned sector prepare, every three years, a report on the salaries paid to women and men aiming the diagnosis and the prevention of unjustified differences in those remunerations. This report has to be disseminate and made available on the companies' website;
 - as a result of this report, the companies have to establish concrete measures, to be included in their plans for equality, that give response to situations of wage inequality between women and men.

The Resolution also recommends that private companies with more than 25 employees to draw up a quantitative and qualitative analysis of the gender pay gap and, following this diagnosis, to develop a strategy for correcting any unjustified differences in pay.

- Concerning harassment:

In 2013/2014 a tripartite working group, coordinated by CITE, designed a manual for prevention and combat harassment at the workplace, targeting companies.

The manual for prevention and combat harassment at the workplace – Prevention and fight against harassment at the workplace: A Self-Regulation Support Instrument – is a guide of self-regulative nature, and may be used as guidance to companies wishing to set up systems and procedures to prevent harassment in their workplaces.

This is an informative manual aiming to be an instrument to support companies of all sectors and size, public or private that want to pursue, voluntarily, an active policy in order to prevent, combat and eliminate harassment in the workplace.

This guide is a tool that aims to support, in a simple way, the identification of harassment and inspire the building of procedures to prevent and combat such phenomena in the workplace, which can only be achieved in practice with the commitment and cooperation between representatives of the employer, public or private, and the representatives of the workers, who, together, should whenever possible include in this cause the services of safety and health at work.

The CITE had developed between January 2014 and April 2016 the project Sexual and Moral Harassment in the Workplace, which included as partners a wide and diverse universe of coverage in order to ensure a crosscutting dissemination of its results.

This project had as main objectives to make the diagnosis and characterisation of moral and sexual harassment in the labour market in Portugal and raise awareness regarding harassment at the workplace. The most important output of this project is the survey on sexual and moral harassment in the workplace that covered 1801 individuals (558 men and 1243 women) in a representative sample of the working population of mainland Portugal, excluding the primary sector. This survey provided an updated database on the subject in Portugal and the information to produce a book on sexual harassment and bullying in the workplace, including a comparative analysis with the data of the last survey on sexual harassment published in 1994.

This update survey allowed creating tools that can facilitate the actions of public authorities, employers, as well as workers and their representatives, to preventing and combating harassment in the labour market. One of the tools produced within the project was a training plan and training materials on harassment. These training programme and materials were validated in a pilot training action delivered in the project partner, Lisbon Municipality.

The training programme and training materials on harassment are tools that can be used for different audiences and needs, having been built with the purpose of deconstructing preconceived ideas and clarify about what is and what isn't harassment. It also identifies tips and forms to enable action against harassment

incidents in the workplace. Being based on the most updated data on harassment and with a flexible structure these training tools have a huge use potential.

The CITE has also created a specific [webpage](#) on harassment, which is available since the middle of 2016. This webpage has information about the project Sexual and Moral Harassment in the Workplace but also relevant information about harassment, such as events, studies, data, legislation, good practices examples. It is also an interactive page where people can put queries about the subject and have these queries answered.

In 2017 was published the [study Moral and Sexual Harassment in the Work](#), promoted by CITE and developed by the CIEG - Interdisciplinary Centre of Studies of Gender of the Higher Institute of Social and Political Sciences.

This study made it possible to identify and present the dimension of the reality of workplace harassment in Portugal and its characteristics, based on a survey carried out by the CIEG at national level.

Indeed, data from this survey in 2015 show that women are the main victims of harassment (16.7%) and sexual harassment (14.4%) in the workplace. But men are also subject to these forms of harassment (15.9% and 8.6%, respectively).

The broad national debate on dignity in the workplace has culminated in the publication of Law no. 73/2017, of August 16, a law that reinforced the legislative framework aimed at preventing the practice of harassment, whether in the private sector or in the public sector, providing, in particular, that employers with seven or more workers must draw up a Code of Good Conduct with the aim of preventing and combating any offensive and humiliating behaviour.

In 2018 was published "[Guide for the elaboration of Code of good Conduct for the prevention and combat to the harassment in the work](#)".

- Concerning the desegregation of education and professions:
 - Government has been implementing, since 2017/18 school year (started as a pilot), the project "Engineers for a day" across the country, that works directly with lower secondary and secondary students to challenge stereotypes in the areas of engineering and ICT, through practical exercises, mentoring and work experiences, to incentivize more girls to choose these areas. Altogether, the project has already involved around 3520 students, 37 schools across the

country, 28 companies, 12 higher education institutions, and several others stakeholders such as municipalities, foundations and associations.

- [Decree-Law 84/2015](#) provides financial support to employers that hire unemployed people of the under-represented sex in a particular occupation.

According to Law [no. 10/2001 of 21 May](#), the Government must submit to Parliament, annually and by the end of each legislative session, a report on the progress of equal opportunities between women and men at work, employment and vocational training, in a session to be held in the presence of the Government.

CITE develops the [Annual Report of the Government](#) on the progress of equal opportunities for women and men at work, employment and vocational training covering 2017; 2016; 2015 and 2014, demonstrate that inequality between women and men is still present in the Portuguese labour market.

7. What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?

- ✓ Included unpaid care and domestic work in national statistics and accounting (e.g. time-use surveys, valuation exercises, satellite accounts)

- ✓ Expanded childcare services or made existing services more affordable

Expanded support for frail elderly persons and others needing intense forms of care

- ✓ Introduced or strengthened maternity/paternity/parental leave or other types of family leave

Invested in time- and labour-saving infrastructure, such as public transport, electricity, water and sanitation, to reduce the burden of unpaid care and domestic work on women

Promoted decent work for paid care workers, including migrant workers

- ✓ Conducted campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work

Introduced legal changes regarding the division of marital assets or pension entitlements

after divorce that acknowledge women's unpaid contribution to the family during marriage

Other

In the framework of [EEA Grants - Mainstreaming Gender Equality and Promoting Work-Life Balance \(2015-2016\)](#) CITE has promoted with Centre for Studies for Social Intervention (CESIS) the INUT project National Survey on the Uses of Time for Women and Men.

CITE was also a partner in the [INUT project - National Survey on the Uses of Time for Women and Men](#) and member of the Advisory Board of the Project Gender Equality in Business - Break Even, promoting gender equality in business.

The results of these projects, mainly of the first three mentioned above, which are fundamental to inform public policies, will allow, as an initial objective, to increase knowledge, to raise awareness and to mainstreaming gender equality issues, in a context of changing practices and policies, strengthening public discussion on this matter and reorienting the future actions.

CITE promoted Project **National Survey on Time Use by Men and Women** - had as main objective to update the diagnosis and characterization of time use by men and women in Portugal, regarding paid and unpaid care work in particular.

A solid array of knowledge and data on time use by women and men was produced, thus contributing to evidence-based policy making in the area of gender equality and work-life balance.

A set of recommendations of public policy on the articulation of work, personal and family life as a tool for gender equality is included in the book produced, which contains a more comprehensive and detailed analysis of the study's findings on the gendered use of time.

Awareness raising and training

Within the scope of its mission and competences CITE develops awareness raising and training related with gender equality in the labour market.

In June 2017 CITE initiated a training cycle called "Equality Workshops" aiming at analysing gender gaps in labour market indicators, combating labour segregation and discrimination and promote gender equality by deconstructing gender stereotypes and preconceived ideas. This training is organised into four sessions

covering the following subjects: the situation of women and men in the labour market; gender concepts and principles; strategies and tools for equality; elaboration of participants' action plans.

Until now, 5 rounds of training were delivered involving 141 trainees (136 women and 5 men) from central and local public administration, managers and officers from NGOs, trade unions and companies. A new round of the training reopened in Autumn 2018.

Noting the need to capacity building of strategic target groups with gender equality skills in the labour area, CITE held in 2014, an intensive tailor-made training programme targeting different audiences, such as: trade unions and workers' representatives, technical staff from the Labour Inspectorate, HR staff, comprising 5369 hours of training and involving 286 people (68M and 218W).

In order to encourage employers in achieving gender equality, CITE has been promoting since 2000, and in partnership with the Commission for Citizenship and Gender Equality (CIG) since 2009, the Equality is Quality Award (PIQ) that distinguishes companies and other employers with policies in the area of gender equality, work-life balance and good practices for preventing and combating domestic violence and gender based violence.

This award is in line with the National Strategy for Equality and Non-Discrimination 2018-2030: "Portugal + Igual", as it was with the V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 and the V National Plan to Prevent and Combat Domestic and Gender-Based Violence 2014-2017.

Since the first edition 249 organisations applied to PIQ, 18 received it and 41 received an "honourable mention". The public ceremony of the [12th edition of PIQ](#) took place on June 29, 2018. The next edition of the Award will be launched in 2019.

The legislation promoting work-family reconciliation

- Resolution of the Assembly of the Republic ([no. 260/2017, 30/11/2017 - D.R., IS, no. 231/2017](#)), recommends to the Government the adoption of measures that guarantee the effective fulfilment of working hours and the reconciliation of work and family life.
- Resolution of the Assembly of the Republic ([no. 175/2017, 2/08/2017 - D.R., IS, no. 148/2017](#)), recommends to the Government measures to improve the quality of maternal health care and ensure the rights of women in pregnancy and childbirth.

- Resolution of the Assembly of the Republic ([no. 111/2016, de 22/6/2016 - D.R., IS, no. 118/2016](#)), adoption of integrated measures to encourage the birth rate and protect the parenthood.
- Resolution of the Assembly of the Republic ([no. 30/2016, de 15/2/2016 - D.R., IS, no. 31](#)), advocates the regulation of the right of accompaniment of pregnant women during childbirth.
- Law [no. 137/2015, of 7 September - D.R. IS, no. 174, 7/09/2015](#), mends the Civil Code, approved by Decree-Law no. 47 344, of November 25, 1966, modifying the regime of exercise of parental responsibilities.
- Law [no. 133/2015, of September 7 - D.R. IS, no. 174, September 7, 2015](#), creates a mechanism for the protection of pregnant workers, workers who have recently given birth or are breastfeeding.
- Law no. [120/2015, of September 1 - D.R. IS, no. 170, 09/09/2015](#), proceeding to the ninth amendment to the Labour Code, approved by Law no. 7/2009, of February 12, reinforcing maternity and paternity rights, to the third amendment to Decree-Law no. 91/2009, of April 9, and the second amendment to Decree-Law no. 89/2009, of 9 April.
- Resolution of the Assembly of the Republic ([no. 87/2014, 29/10/2014 - D.R., IS, no. 209](#)), deepening the protection of children, families and fostering birth.

Expanded childcare services or made existing services more affordable

Crèches and childminders are target to children between 0 and 36 months of age and intended to support early childhood in the periods where parents are not available to do it. Childminders take care of the children in their houses or in cooperation and in accordance with a social institution. They are an alternative to crèches and both represent the main services and establishments to support early childhood.

Decree-Law [115/2015 of 22 June](#) determined the conditions and requirements for the profession as childminder and its exercise as well as the sanctions for lack of quality and safety in the provision of services. Additionally, the [Ordinance 226/2015 of 31 July](#) regulated the compulsory insurance for personal accidents of the children in childminders.

In order to expand childcare services and make them more affordable, indirect public support is provided to most non-profit childcare institutions (the so-called solidarity network) through Cooperation Agreements that are reviewed periodically. Among their objectives are the promotion of initiatives for innovative social measures to empower people and develop communities.

In return, institutions must give priority access to children from low-income families, and comply with the rules for calculating the family fee.

Public participation for crèches and childminders in 2018 was accrued by 2,2% in relation to 2017, according to the Commitment for Solidarity and Social Sector Cooperation and Addenda, 2017-2018.

In 2018, following that Commitment, and aiming at a better reconciliation of professional and private life, additional financial support was given to the existing one for the 11-hour day care, at weekends, when parents work on Saturdays, namely in shift schemes, as a pilot-experiment.

Expanded support for frail elderly persons and others needing intense forms of care

In this area, it should be mentioned that in 2017 a new **Social Benefit for Inclusion** was created (through *Decree-Law no. 126-A/2017 of 6 October*), aiming to improve the quality of life of persons with disabilities and their families and their autonomy as well. It is intended for people over 18 years and under the normal retirement age (66 years and 5 months in 2019) with a degree of disability of 60% or more. It replaced a set of social benefits and is made up of three different components: a basic amount (to compensate for general expenses resulting from disability); a supplement (to compensate for the lack of resources and combat poverty) and a top-up element (to compensate for the specific costs resulting from disability) that will be implemented gradually. The maximum base amount is currently EUR 273,39 per month and the maximum supplement amount is EUR 438,22 per month.

Social benefit for inclusion, 2017-2019

Month/Year	Number of beneficiaries
October 2017	17 830
January 2018	74 093
January 2019	89 869

Source: Social security statistics: <http://www.seg-social.pt/estatisticas>

At this moment only the first two components of the benefit are implemented

Data base situation at 01/02/2019.

Another important initiative has to do with the introduction in the short term of **measures to support informal carers**. *Law no. 71/2018 of 31 December* (State Budget Law for 2019) determined that there would

be measures to develop support for informal main carers and to persons in need of care, with the objective of reinforcing their social protection, and creating conditions for care and training for main informal carers and prevent situations of risk of poverty and social exclusion.

This objective will be developed in 2019 by the public authorities through a pilot-project to study and implement a public network to support the main informal carers and persons in need of care.

Introduced or strengthened maternity/paternity/parental leave or other types of family leave

Portugal recognised the need to create incentives aimed at extending the period of maternity/paternity leave and at encouraging and enabling men to take responsibility for their social and family role.

The evolution in the last years of the use of parental leave, in general, there is a growing use of the licenses to which the father is entitled and a positive evolution of the sharing between mother and father. Of note is the continued adherence of working parents to the sharing of parental leave from 0.5% in 2005 to 32.3% in 2015 (source: CITE).

The CITE and the Institute of Social Sciences of the University of Lisbon promoted a project Co-financed by the EEA Grants Program, entitled "[The Role of Men in Gender Equality](#)" the Portuguese edition included an ad hoc module which investigated attitudes of the resident adult population to role of men in family life, to fathers taking parental leave and to the effects of this on fathers, mothers and children.

The Portuguese Government continues to give priority to promoting the labour market and reconciliation and efforts have been made to reach an agreement in the area of equality and to continue working on the evaluation of parental leave policy.

Portugal has social guarantees and work-life balance measures with the system formal types of childcare services are the responsibility of the Minister of Labour, Solidarity and Social Security, private individual cooperatives, IPSS – Private Institutions of Social Solidarity or other non-profit institutions. The public network comprises all contexts set up by and working under central and local public administration, i.e. the Ministry of Education and Ministry of Labour, Solidarity, and Social Security. The private network comprises all other contexts run by private and cooperative schools, IPSS (Private Institutions of Social Solidarity), Misericórdias (Charities), Mutual Trusts and other non-profit institution providing care and education.

The parental protection benefits scheme (maternity, paternity and adoption), approved by Decree-Law [no. 91/2009, of April 9](#), was amended during the period under analysis, by Law no. 120/2015, of 1 September. These Decree-Law regulated a new system of “parenthood benefits” rather than maternity and paternity benefits, as previously. Introduced measures to strengthen maternity and paternity rights, to improve the balance between work and family life, early childhood care, and parental responsibilities between parents.

In addition to the measures to improve the parental leave scheme, in the field of social security that law established for the father the obligation to enjoy a longer parental leave, which corresponds to *the initial paternity allowance exclusive for the father*. It is granted for 15 compulsory days (consecutive or not), of which five are taken immediately after birth and the remaining 10 in the 30 days following birth.

In May 2019, the National Parliament approved several changes to the Labour Code, namely: increasing to 20 compulsory days the leave for fathers; in cases of hospitalisation of the newborn, parental leave is extended for the period of hospitalisation up to a maximum of 30 days or for the whole period of hospitalisation if the birth occurs before or at 33 weeks; in all cases where birth occurs before or at 33 weeks, parental leave is extended for 30 days more.

Parental leave benefits

2015			2016			2017			2018		
women	Men	Total	women	Men	Total	women	Men	Total	women	Men	Total
90.941	71.502	162.443	95.171	76.282	171.453	92.697	74.919	167.616	94.079	78.455	172.534

Source: Social security statistics: <http://www.seg-social.pt/estatisticas>, database situation on 01/02/2019

Note: The data includes Initial parental benefit, extended parental benefit; initial parental social benefit

Parental leave benefits – Benefit for the care of children

2015			2016			2017			2018		
women	Men	Total	women	Men	Total	women	Men	Total	women	Men	Total
78.201	10.325	88.526	86.337	11.916	98.253	92.435	13.668	106.012	103.457	16.075	119.428

Source: Social security statistics: <http://www.seg-social.pt/estatisticas>, database situation on 01/02/2019.

The Decree-Law [no. 53/2018 of 2 July](#) extended the social protection scheme of self-employed workers. It includes now two more benefits: *child care benefit* (to assist children in case of sickness or accident) and

benefit for the care of grandchildren (to provide assistance following the birth of a grandchild or to take care for a grandchild) that were part of the scheme of employees, thus harmonizing the protection between the two schemes.

Within the scope of its mission and competences CITE – Commission for Equality in Labour and Employment develops the legal opinions on gender equality in the labour market.

The legal opinions related with the dismissal of pregnant worker, any worker who has recently given birth or who are breastfeeding, as well as the legal opinions related with the refusal of part-time or flexitime work for male or female workers with one or more children under the age of 12, are legally binding.

Number of legal opinions issued by CITE, by year: 2014 – 462; 2015 – 585; 2016 – 688; 2017 - 747 and 2018 - 727.

Number of mother’s initial parental leave*:

2015	2016	2017
72.992	77.228	75.845
85,4%	88,6%	88%

Source: CITE; *The first 6 weeks after delivery are exclusive for mothers’

Number of fathers’ exclusive (compulsory) initial parental leave*:

2015	2016	2017
55.445	58.638	56.704
64,8%	67,3%	65,8%

Source: CITE; * Fifteen working days following the childbirth. Of those, five consecutive days must be taken immediately after birth and ten days can be taken within 30 days after birth.

Number of father’s initial parental leave*:

2015	2016	2017
49.672	51.528	51.269
58,1%	59,1%	59,5%

Source: CITE; *An additional period of 10 working days may be added to exclusive father leave after the 15 days mandatory period leave and during the period the maternity leave is granted to the mother.

Number of mothers that shared the initial parental leave

2015	2016	2017
72.992	77.228	75.845
85,4%	88,6%	88%

Source: CITE

Number of fathers that shared the initial parental leave

2015	2016	2017
23.542	26.329	28.466
27,5%	30,2%	33%

Source: CITE

The aim of conciliation measures in relation to the labour market is to achieve greater flexibility in the organization of working time so that men and women can meet their responsibilities.

One of the recent forms of family policy is to introduce flexibility of working hours into an organization so that men and women can assume their professional and family responsibilities in the best possible conditions without undue penalties.

The policies for reconciling work and family life are made up of heterogeneous provisions that have a common point of arbitrating measures to bring about a better integration between the productive and reproductive sphere.

Portugal has a good legislation on parenting and reconciliation is very advanced and included all types of family models. The idea behind creating work and family reconciliation practices that promote equal opportunities is to come up with flexible working schedules and conditions that enable staff, whatever their gender, to tend to the needs of their personal lives better, without prejudicing their professional careers in the process.

Portuguese labour legislation is very innovative compared to other European countries. In the last decades the different governments have extended the duration of parental leave as well as the economic benefit that accompanies them. In the case of implementing reconciliation measures the most used is forms of work

organisation which promote better work life balance: flexible working hours that fit family needs; job sharing; the option to accumulate hours worked and then use them to take days off; not holding meetings and training actions outside working hours and organising home care services for employee's elderly dependents.

With the proposal for a Directive of the European Parliament and of the Council on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, the following changes are being made as regards the existing regime in Portugal, the supplementary parental leave may last for four months and not three months at the present time, it may be compensated by means of social security through the subsidy Where she is taken immediately after the initial parental leave or after the supplementary parental allowance of the other parent.

Campaigns or awareness raising activities to encourage the participation of men and boys in unpaid care and domestic work.

CITE has same examples of campaigns:

National Campaign on [Reconciliation and Time Usages](#), financed by the European Economic Area Financial Mechanism - EEA Grants (PT07: Integration of Gender Equality and Promotion of the Balance between Work and Private Life), in a partnership between the CITE - Commission for the Equality in Work and Employment and CESIS - Centre for Studies for Social Intervention.

The National Campaign on **Reconciliation and Time Use** has as objective to improve and widen the dissemination of the Project's results. The campaign motto was based on the Project's outcomes on the gendered time use regarding the articulation of work with personal and family life as a tool for gender equality.

The Campaign Motto: **The Campaign on Reconciliation and Time Use** which motto is: **"It is time! Let's reconcile the time between work and family"**, comprises four different messages and four different images addressing different targets: the workplace, the family life, and the personal life.

The Campaign comprises the following materials:

- **20' TV spot** – A spot conveying the four different messages of the campaign;
- **17' Radio ads** – Four different ads related with the messages and images of the campaign;

- **10-page Leaflet** – Includes data on time use (from the time use survey produced by the project) and information on reconciliation between work and personal and family life. The flyer has four different covers according to the messages and images of the campaign;
- **Posters** – Different size posters for different dissemination platforms, such as “mupis” for CEMUSA outdoors network and Municipalities outdoors network, and A3 and A4 size for public transports;
- **Flyer** – One-page flyer depicting the Campaign images and with short information and data on time use by women and men;
- **Calendar** – 2017 calendar with the Campaign motto;
- **Notepad magnet** – A small notepad with the Campaign motto;
- **Banner headline** – Campaign banner headline for websites.

The Campaign was disseminated to different stakeholders and in diversified platforms at different times, depending on the availability of the dissemination platforms:

- The LEAFLET, the CALENDAR and NOTEPAD MAGNET were distributed to CITE’s members, the organisations and companies that participate in IGEN – Forum of Companies for Gender Equality, the EEA Grants PT07 Programme Operator;
- The Campaign is available on [CITE’s WEBSITE](#), as well as on the Project’s [Webpage](#). The Campaign RADIO ADS were broadcasted in the Emissora das Beiras Radio during November 2016 (from 02 to 30 Nov.). Twenty daily spots were broadcasted throughout the day.
- The TV SPOTS were broadcasted in the RTP and Media Capital TV channels:
 - [RTP1](#) – From the 26th October to the 01st November 2016, one spot/day at different times;
 - [RTP2](#) – From the 26th October to the 01st November 2016, three daily spots at different times in the evening;
 - [RTP3 and RTP Memória](#) – From the 02nd to the 08th November 2016, three daily spots in each channel at different times during afternoon and evening;
 - [TVI, TVI24 and TVI Ficção](#) – From the 26th October to the 09th November 2016, two daily spots in each channel at different times throughout the day.
- The POSTERS were disseminated at:
- The 670 “mupis” at CEMUSA outdoors network were disseminated in mainland Portugal between 02 and 08 November 2016 (*See photos in annex*);

- The posters at Municipalities outdoors networks were displayed in the Municipality of Lisbon – 56 posters – between 02 and 09 November 2016; and in Coimbra Municipality – 14 posters – throughout November and December 2016;
- A3 and A4 size posters were displayed in public transports of Lisbon area. 350 A3 size posters were disseminated in the Underground from the 23th to the 30th December 2016. There is the possibility of disseminating the posters for another week, depending on the availability of the display spaces; 55 A4 posters were displayed at Transtejo stations from 26th December 2016 to 02nd January 2017. There is the possibility of disseminating the posters for another week or two, depending on the availability of the display spaces;
- The ONE-PAGE FLYER (76 000) was distributed in the Carris bus fleet between 26th and 30th December 2016;
- The CAMPAIGN BANNER HEADLINE for websites was on the Transtejo and Transportes de Lisboa facebook.
- The Campaign was disseminated during October 2016 also in the Mob TV and in the internal advertising space TDL (customer’s space) of the Carris and Transtejo public transportation companies.
- A one page advertisement in the magazine “Star Company – DinheiroVivo.pt” (an insert in the 22nd December 2016 edition of the newspapers DN and JN) with some data on time use (from the time use survey) and depicting the Campaign images.

Campaign to raise awareness among key labour market players, CITE offered to offer the CEOs of the largest Portuguese companies, employers' associations of the main economic sectors and the social partners a symbolic and allusive gift to the theme of Reconciliation, because reconciling work and family life is one of the greatest challenges of our time. Organizing working hours and sharing family and domestic responsibilities is reconciling work and family life - [“Reconciling work and family life means having time to have time”](#).

On the occasion of the International Women`s day 2018, the Commission for Citizenship and Gender Equality (CIG), in partnership with the EEA Grants National Focal Point, has been releasing a [series of videos](#) aiming to raise awareness of key issues to promote equality between women and men in our country, including preventing sexual harassment in the workplace, promote parental leave and equal share between women and men of unpaid domestic work, and eliminate gender pay gap.

Publisher and Leaflet of Commission for Equality in Labour and Employment

- Heloísa Perista; Ana Cardoso, Ana Brazia, Pedro Perista, Eudelina Quental, [“Os Usos do Tempo de Homens e de Mulheres em Portugal”](#) (2016) – *Policy Brief*, CESIS, Lisboa, CITE.
- Karin Wall; Vanessa Cunha, Susana Atalaia, Leonor Rodrigues, Rita Correia, Sónia Vladimira Correia e Rodrigo Rosa (2016), [“Livro Branco Homens - Igualdade de Género em Portugal”](#), Lisboa, CITE.
- Karin Wall, Vanessa Cunha, Susana Ataíde, Leonor Rodrigues, Rita Correia e Sónia (2016) *“Policy Brief III – Principais Conclusões e Recomendações do Livro Branco. Homens e Igualdade de Género em Portugal”*, Lisboa, CITE.
- Leonor Rodrigues, Vanessa Cunha e Karin Wall (2016), [“Homens, Papéis Masculinos e Igualdade de Género”](#), Lisboa, CITE.
- Vanessa Cunha e Policy Brief II (2016) – [Homens e Licenças Parentais: Quadro Legal, Atitudes e Práticas](#), Lisboa, CITE.

Networking

Since 2013, CITE has sponsored a working partnership with private sector organisations and state-owned enterprises, to implement, monitor and disseminate concrete actions on gender equality, including on reconciliation work-family and personal life, on recruitment, on horizontal and vertical desegregation and on combating wage inequality.

This partnership has resulted in the Project IGEN – [Forum of Companies for Gender Equality](#) that brings together companies committed to promote measures for gender equality and fight against all forms of gender based discrimination in the workplace.

Sixty companies have joined this Forum, pledged to undertake actions to promote gender equality in their organisations (including parental rights, maternity, paternity, work-family reconciliation, decision-making and pay gap), and established quantified targets for improvement.

The Forum has a governance model, coordinated by a task force that ensures the work methodology, the definition of objectives, the strategy and the activities to be implemented. The Forum has also four working groups: Communication and Image; Gender Equality Measures; Plenary Meetings; and Publications.

The Forum meets quarterly, with a pre-established agenda in order to make decisions, discuss proposals presented by any member, approve documents and activities and share good practices. In such meetings, practices from two or three companies are presented and discussed.

Throughout this process, companies share their experiences, difficulties, strategies to overcome the obstacles and the main achievements. They work as a community of knowledge and practice and an on-line platform was created to share information.

Since 2014 to 2018, CITE was participate different working groups Equality Law in Practice; Policy Formation; Gender Equality and on Communication in EQUINET. European Network of Equality Bodies, brings together 49 organizations from 36 European countries, which are empowered to counteract discrimination as national equality bodies across a range of grounds including age, disability, gender, race or ethnic origin, religion or belief, and sexual orientation,

Since 2014 to 2015 CITE was participate of Advisory Committee the Arbours Endowment Fund for Professional Equality, the first endowment fund for gender equality in Europe, was created in 2010 under the high sponsorship of the Council European Economic and Social Committee (EESC) and BNP PF, PSA Peugeot Citroën, L'Oréal, Orange, GE Energy France and Randstad, within the framework of the Social. The Arbours Endowment Fund for Professional Equality in Europe aims to become a reference for the management of human resources, establishing specific criteria monitoring of equality between women and men within enterprises, in particular articulation with national policies, as a way of encouraging the development of initiatives.

Most recent policies on WLB: in December 2018, the Government launched an innovative [work-life balance \(WLB\) programme \(3 em Linha – Programa para a Conciliação da Vida Profissional, Pessoal e Familiar 2018-2019\)](#), to foster conditions for women and men to be able to balance professional, personal and family life. It has 4 axes with a total of 33 actions: promoting WLB practices in private and public organizations, including through dialogue with social partners; developing specific action measures in the public administration; improvement of infrastructures, services and incentives in the care, education, transport and health sectors; and producing knowledge.

This programme is intersectoral and involves public and private actors, to implement very concrete actions. The following can be highlighted:

- Project called *Pacto para a conciliação* (WLB Pact) that brings together public and private organisations (currently 51 and increasing) that voluntarily commit to implement and certify a WLB management system according to the Portuguese standard NP NP4552:2016. This includes central and local public administration organizations, public companies and private companies.
- In this line, in 2019 the Government launched two funding lines to support SME and public administration organizations in implementing and certifying this WLB management system, in a total of 31.5M€.
- Upon a proposal by the Government, social partners agreed to create a working group to develop WLB measures throughout 2019 and 2020
- Increase in the fathers' number of compulsory days under parental leave (from 15 to 20) – recently approved in the National Parliament
- Granting of a new right to public administration workers to a justified absence of up to three hours to accompany their children up to 12 years of age in their first school day of the academic year- approved by Decree law in June 2019
- Introduction of WLB KPI for public administration services
- Creation of a WLB training module for top civil servant
- Increase of cash benefits for children
- Preparation of a new fertility survey to be launched at the end of 2019 (last survey was done in 2013)
- Launch of specific funding for the production of studies to evaluate the economic impact of inequalities in the segregation of professions, in pay, and in unpaid work.

8. Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years?

YES. The austerity measures adopted in the framework of the Economic Adjustment Program for Portugal (EFAP) had a strong impact in the lives of most of the people living in Portugal.

In 2016, Portugal has carried out several measures to reinforce disposable household income, especially of those who are most vulnerable and at risk of poverty and exclusion like the low-wage workers, the elderly living on low pensions and children:

- Increase of minimum wage from €505 in October 2014 to €530 in January 2016, €580 in 2018 and €600 in 2019;
- Unfreezing of pensions indexation from the beginning of 2016, updating lower pensions amounts taking into account Consumers Price Index (the automatic indexation mechanism), with immediate impact on medium-low pensions (below €629 a month);
- Reinstatement of reference amount of the social supplement for the elderly (it had been reduced from €5.022 per year to €4.909 in 2013) and subsequent raise to €5.059;
- Update of Child Benefit amounts and of the supplement to child benefit for children with disabilities;
- Rollover of the 10% increase of unemployment benefit for unemployed parents;
- Creation of a temporary benefit to reinforce the protection of long-term unemployed who are no longer receiving the social unemployment benefit, subject to certain conditions;
- Revision of the legal framework of social responses such as the Day Care Centers and Home Support Service with a view to better support families;
- Progressive reinstatement of previous, higher, RSI levels from the first quarter of 2016 on, with a view to restore the levels of protection to the families in poverty;
- Revision of the equivalence scale applied to the RSI levels (Decree-Law 1/2016 of 6 January) raising the percentage of the amount given to each adult, from 50% to 70% of the benefit's reference value and from 30% to 50% in the case of children;
- Introduction of a new design for the social tariff in the access to energy supply under the State Budget for 2016 with a view to creating a unique and automatic model and enlarging the effective number of beneficiaries;
- Introduction of a new social tariff discount for the natural gas under Ministerial Order 5138-B/2016, starting from 1 July 2016 and corresponding to 31.2%;
- Fixation of a new social tariff of electricity supply for economically vulnerable final clients, applicable from the 1 July on, and corresponding to 33.8% over the invoice (Ministerial Order 5138-A/2016).

Despite the austerity/fiscal consolidation measures, during the austerity period, Portugal besides the budget of the Commission for Citizenship and Gender Equality and from other Ministries, had other sources of financing namely the European funds and EEA Grants³. Also, and since 2012, 3.75% of social games' revenues (e.g. lotteries) allocated to the Presidency of the Council of Ministers were used in the fight

³ Through the EEA Grants, Iceland, Liechtenstein and Norway established the objective of reducing social and economic disparities in Europe by strengthening bilateral relations with the Beneficiary States.

against domestic violence, trafficking in human beings, Female Genital Mutilation and promotion of gender equality. This improved funding of activities for transportation of victims, emergency accommodation and shelters, health care, victim-support centers, use of electronic devices in surveillance and assistance activities, empowerment of victims, training, information and NGO support.

If YES, have assessments on their impact on women and men, respectively, been conducted?

Yes, their impact on women/men was estimated before measures were put in place.

Yes, the impact was assessed after measures were put in place.

✓ No, the impact on women/men has not been assessed.

Poverty eradication, social protection and social services

Critical areas of concern:

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- I. Human rights of women
- L. The girl child

9. What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?

- ✓ Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures
Broadened access to land, housing, finance, technology and/or agricultural extension services
- ✓ Supported women's entrepreneurship and business development activities

Introduced or strengthened social protection programmes for women and girls (e.g. cash transfers for women with children, public works/employment guarantee schemes for women of working-age, pensions for older women)

Introduced/strengthened low-cost legal services for women living in poverty

Other

Since 1997 that the Portuguese Government has implemented National Plans for Equality and Non-Discrimination and Plans for prevention and combat to all forms of violence against women.

Portuguese Government has approved the Resolution of the Council of Ministers no. [61/2018 of 21st May 2018](#), implementing the National Strategy for Equality and Non-Discrimination 2018-2030 - Portugal + Equal (ENIND). The strategy launches a new program (2018-2030) and is supported by three Action Plans that define strategic and specific objectives regarding the:

- non-discrimination based on gender and equality between women and men (IMH);
- prevention and combat to all forms of violence against women; fight against gender violence and violence (VMVD);
- combat discrimination based on sexual orientation, identity and gender, and sexual characteristics (OIEC).

Regarding the *first pillar* (equality between men and women - IMH), Institute for Employment and Vocational Training (IEFP) is taking some measures. The main goal of this Plan is to insert the gender dimension at all levels of public governance. Furthermore, the Plan aims to: strengthen its action in the promotion of gender equality in access to education; fight gender stereotypes in the field of access to health services, the eradication of gender stereotypes in communication and media, and integrating the sex dimension in the fight against poverty and social exclusion.

These measures are not specifically addressed to poor women, but also apply to this target group.

IEFP participates in the Plan for equality between women and men, by collecting data such as:

- Number of training courses for Employment Centres technicians dealing with recruitment and selection;
- Number of these Employment Centres technicians covered by training courses;

- Number of actions to advertise the Promotion of Gender Equality at the Labour Market measure;
- Number of created jobs in the scope of the Employment Measures such as Hiring Support and Professional Traineeships Measure (bonus employment- after contracting) .

The Ordinance [no. 84/2015, of 20th March](#) and Ordinance [no. 34/2017, of 18th January](#), on the Promotion of Gender Equality in the Labour Market, which aims to achieve a better gender balance and combat gender segregation in the labour market.

With the application of this legislation it is possible to provide financial support to employers to enter into labour contracts with unemployed jobseekers of the under-represented gender in a particular occupation, registered within the Job Centres. This Ordinance is applied to Hiring Support Employment Measures.

- Number of initiatives and actions of awareness raising to encourage corporations to adopt practices and action plans to fight sexual segregation in the professions (e.g. Gender Equality Promotion in the Labour Market).

IEFP also contributes to remove income disparities between women and men by ensuring protection in parenthood and promoting compromise of professional, personal and family life:

- Special access conditions to single-parent families to these employment Measures.
- An increase in the financial support to employers that integrate single parent families through Hiring-Support (Contrato Emprego), Professional Traineeships (Estágios Profissionais), Employment-Integration Contract +(CEI+). The number of single-parent families profiting from these measures is also data collected to the Action Plan.

In access to training, there is no gender distinction in IEFP. However, at the level of the choices made by the candidates themselves, there is still a tendency for choices based on sociocultural patterns that historically mark the so-called gender professions.

On 24th February, IEFP and the Foundation for Science and Technology (FCT) signed a cooperation protocol aimed at promoting inclusion, literacy, accessibility and the full exercise of citizenship in digital society of the Portuguese population. The implementation of the "Training for Digital Citizenship" measure, ensures a balanced participation of women and men, designed to ensure access to new digital technologies for the

whole Portuguese population, including the use of online public services, electronic notifications, digital security and social networks.

For more measures on equal pay, see Q1, Q2 and Q3

10. What actions has your country taken in the last five years to improve access to social protection for women and girls?

- ✓ Introduced or strengthened social protection for unemployed women (e.g. unemployment benefits, public works programmes, social assistance)
- ✓ Introduced or strengthened conditional cash transfers
- ✓ Introduced or strengthened unconditional cash transfers
- ✓ Introduced or strengthened non-contributory social pensions
- ✓ Reformed contributory social protection schemes to strengthen women's access and benefit levels

Improved access to the above for specific populations (e.g. women in informal employment, including domestic workers; migrant and refugee women; women in humanitarian settings)

Other

In 2016 (Law 7-A / 2016 of March 30 - State Budget Law for 2016) an Extraordinary Measure of Support to the Long-term Unemployed was created to strengthen the social protection of this group of unemployed persons. The support consists of a cash benefit corresponding to 80% of the last unemployment social benefit for a period of 6 months. Later, this measure was improved to the extent that the qualifying period for access to the benefit was reduced from 360 to 180 days.

Extraordinary measure of support for long-term unemployed

YEAR	Number of beneficiaries
2016	3.757
2017	8.749
2018	10.742

Source: Social security statistics: <http://www.seg-social.pt/estatisticas>

Data base situation at 01/02/2019.

In 2017, by Law 114/2017 of December 29 (State Budget Law for 2018), the reduction of 10% of the unemployment benefit after 6 months of concession for the employed persons was eliminated, as a measure of reinforcement of the protection in this area.

The **Social Integration Income (SII)** plays a key role in the prevention and eradication of situations of exclusion and poverty. It is intended to guarantee benefits to individuals or families who need support for better social and professional integration, who are in extreme poverty and who fulfil the other conditions of attribution. It includes a cash benefit and an insertion programme including a set of actions to be defined according to the conditions and characteristics of the beneficiary's household.

The SII scheme was improved during the last years, namely through Decree-Law No. 1/2016, of January 6, which modified the applicable equivalence scale resulting thus in an increase in the percentage to be allocated for each adult, from 50% to 70% of the SII reference value, and for each child, from 30% to 50% of the SII reference value.

The scheme was again amended by Decree-Law no. 90/2017, of July 28, with a view to make it more accessible to citizens in a situation of economic need (for example third country nationals).

In recent years, their reference value has also been updated with a view to improving the standard of living of beneficiaries. It was with this purpose that in 2017 Ordinance No. 5 /2017, of February 3 established that the cut verified in 2012 should be reset by 25% increasing also the SII reference value.

The reference values have been updated regularly and the access and maintenance conditions were improved.

Average amount/family for SII - euros, 2014-2018

Year	Amounts
December 2014	215,37
December 2015	213,89
December 2016	252,21

December 2017	252,54
December 2018	258,23

Source: Social security statistics: <http://www.seg-social.pt/estatisticas>;

Data base situation at 01/02/2019.

With a view to maintaining stability and improving pension amounts, in 2017, the method of annual updating, which had been suspended between 2011 and 2015, was resumed.

This annual update includes social pensions and social supplements, which were object of additional updates in 2018 and 2019, last year by Ordinance 25/2019 of January 17.

In addition, Ordinance 71/2019 of 28 February created a new *extraordinary supplement* for invalidity and old age new minima pensions to harmonize the amount of pensions received by those recipients with those received by pensioners in the same conditions who benefited from the extraordinary pensions updates that occurred between 2017 and 2019. This extraordinary supplement also covers social pensions, which did not happen before.

To fight and reduce poverty among the elderly, Portugal has a means-tested benefit – Solidarity Supplement for the elderly – that is fundamental to improve the income of old people. Since 2016 is updated periodically, taking into account the evolution of prices, economic growth, and the wealth distribution. In the following years, its reference value and the related benefit value were improved and updated, being the 2019 values defined by Ordinance 21/2019 of 17 January.

Solidarity Supplement for the Elderly

2015			2016			2017			2018		
Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total
122.913	53.864	176.777	120.639	52.417	173.057	122.257	53.049	175.306	123.513	53.822	177.335

Source: Social Security statistics: <http://www.seg-social.pt/estatisticas>; Database situation on 01/02/2019.

11. What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?

- ✓ Promoted women's access to health services through expansion of universal health coverage or public health services
- ✓ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- ✓ Undertaken gender-specific public awareness/health promotion campaigns

Provided gender-responsiveness training for health service providers

- ✓ Strengthened comprehensive sexuality education in schools or through community programmes
- ✓ Provided refugee women and girls as well as women and girls in humanitarian settings with access to sexual and reproductive health services

Other

The Health Action on Gender, Violence and Life Cycle (ASGVCV), created through the order no. 6378/2013, aims to homogenize the national intervention and potentiate the interventions already developed in the health services that are considered good practices in the field of violence. This Action also intends to promote equality, particularly health equity, as well as the prevention of interpersonal violence in adults, through the functional articulation with other like structures in the health services and in the community. This integrated model of intervention on interpersonal violence cases in health settings is considered good practice by the European Institute for Gender Equality.

As a result of the creation of the Health Action on Gender, Violence and Life Cycle, in the National Health Service, at December 2016, were created 224 Teams of Prevention of Violence in Adults (EPVA) at national level (Primary Health Care and Hospitals). In the course of the same year, were signaled 2434 new cases of interpersonal violence in the TPVA, of those:

- 25% concern to men and 75% to women;
- In a study of parcial data, corresponding to 3 of the 5 Regional Health Administrations, of the cases identified as domestic violence (554 cases), 15% of the victims were male and 85% were female victims.

Considering that interpersonal violence is a common problem in intimate and family relationships emerged the need to define protocols for structured intervention. Therefore, the technical guide for Interpersonal Violence - approach, diagnosis and intervention in health services was created as a tool to support health

professional throughout the whole process. This technical guide for health professionals also allows a better articulation in the services once it makes the institutional resources profitable, as well as the definition of circuits, like flowcharts, to intervene in interpersonal violence.

Health National Programs

Addressing gender issues and inequalities in team intervention: Family Health Teams (National Program for Children and Youth Health Regulation 10/2013 of DGS General Health Department), Preparation Courses for Childbirth and Parenting, School Health Teams (National School Health Program - DGS), among others

- Technical manuals, guiding the intervention of health professionals in the prevention of ill-treatment of children and young people, as well as violence in adults, with a special focus on gender issues of DGS About Us |

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Created by the order no. 31292/2008, the Health Action for Children and Youth at Risk(ASCJR), has as its main goal the creation of a structured response, in the National Health Service, to the phenomenon of maltreatment and gender violence against girls, through the development of the “National Network of Support Centers for Children and Youth at Risk”(NACJR) both at primary health care and hospitals with pediatric care.

The objective of this study is to demonstrate Portugal’s evolution regarding the implementation of the “National Network of Support Centers for Children and Youth at Risk”.

- Existence of multidisciplinary teams at two levels of care, hospital and primary health care with intervention in the area of prevention of ill-treatment of children and young people, including girls, as well as violence in adults, including violence against women:

- 269 NACJR and NHACJR
- 228 EPVA constituted, 184 CSP and 44 CSH
- 631 professionals

- Investment in training:

ASCJR – 100

- ASGVCV - 60 training actions since 2013, 1065 trained professionals (medicine, nursing, social work, psychology, technical assistants)

Topics covered in training:

- Health data disaggregated by sexGender equality
- inclusive gender-neutral language
- Prevention and detection of child maltreatment, including against girls and violence, especially gender, sexual and domestic violence against women
- Standards of intervention and good practices in attending women victims
- Needs and rights of victims, especially women
- Prevention of secondary victimization
- Multi-agency co-operation

Sensitization actions in areas of gender equality promoted by 20 teams and 7 seminars / meetings in the 5 ARS and DGS on prevention of violence in the life cycle with focus on issues of gender inequality, covering a total of 980 health professionals and other partner entities⁴.

As mentioned above (see Q1), medically assisted procreation permitted to all women regardless of infertility diagnosis, marital status or sexual orientation, including couples of women, since 2016.

12. What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- ✓ Taken measures to increase girls' access to, retention in and completion of education, technical and vocational education and training (TVET) and skills development programmes
- ✓ Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education
- ✓ Provided gender equality and human rights training for teachers and other education professionals
- ✓ Promoted safe, harassment-free and inclusive educational environments for women and girls
- ✓ Increased access to skills and training in new and emerging fields, especially STEM (science, technology, engineering and math) and digital fluency and literacy
- ✓ Ensured access to safe water and sanitation services and facilitated menstrual hygiene management especially in schools and other education/training settings
- ✓ Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

Other

The Portuguese education and training system is inclusive and as such it promotes social inclusion and active citizenship of all citizens regardless of their gender, age or race. The education and training pathways for

⁴ <https://www.dgs.pt/accao-de-saude-para-criancas-e-jovens-em-risco/a-accao-de-saude-para-criancas-e-jovens-em-risco/relatorios.aspx>

children, young people and adults are inclusive and ensure the principle of equal opportunities and non-discrimination, promoting gender equality, inclusion and social cohesion.

There are no specific measures implemented in Portugal to increase girls' access to, retention in and completion of education, and vocational education and training (VET) and skills development programmes. Furthermore, it should be noted that the data and education statistics show that more girls concluded their studies with success than boys, at all types and levels of education (including at VET and higher education levels).

The *Students' Profile by the End of Compulsory Schooling* (homologated in 2017) sets out what young people are expected to achieve at the end of compulsory schooling. It leads to a school education in which the students of this global generation build and settle a humanistic-based scientific and artistic culture. To do so, students mobilise knowledge, skills, values and attitudes that allow them to act upon the life and history of individuals and societies, to make free and informed decisions about natural, social and ethical issues, and to carry out a civic, active, conscious and responsible participation.

The *National Strategy for Citizenship Education*, launched in 2017, aims to develop competences for a culture of democracy and learning with impact on the individual civic attitude, on the interpersonal relationship and on the social and intercultural relationship, through the 'Citizenship and Development' component.

The new curricular framework (Decree-Law no. 55/2018 of July 6th) integrates the curricular component 'Citizenship and Development' in the structure of all education and training provisions (from primary education to upper secondary education). 'Citizenship and Development' encompasses 17 interrelated domains and 6 of them, namely Human Rights, Gender Equality and Health, are mandatory for all cycles and levels of Education.

All the school clusters/schools have to elaborate their Citizenship Education Strategy, to be developed in collaboration with NGOs and other community partners, and have a coordinator for this component.

The Health Education Framework integrates specifications related to competences that promote gender equality. We should note the theme "Mental Health and Violence Prevention" , aiming to develop in children, from pre-school education to secondary education competences to critically analyse the causes

and effects of segregation based on sex and gender; adopt attitudes and behaviours of respect for gender equality. Within the theme “Identity and Sexuality Education” there is also a sub-theme for Gender Equality, whose objectives are: to develop awareness of being a unique person with regard to sexuality, identity, gender expression and sexual orientation and to develop a positive attitude towards gender equality.

A national in-service training programme is being implemented (starting in 2018) encompassing a 60 hours’ workshop on Citizenship and Development, including Human Rights and Gender Equality, among other citizenship education domains. 930 trainees (including the 812 Citizenship and Development school coordinators - one per school cluster/school) have attended it. Under the National Strategy for Citizenship Education and the new curricular framework, the training sessions aim to support the definition and implementation of each School Strategy for Citizenship Education.

A Massive Open Online Course, including a module on the new curricular component ‘Citizenship and Development’, articulated with the National Strategy for Citizenship Education, was implemented in 2018, being attended by 845 teachers.

Other examples of training for teachers:

- Training courses for teachers at all levels of education about the Guidelines for Health Education, and how to use them;
- Participation in the development of guidelines on gender equality and citizenship for pre-school education and primary education;
- Teachers training based on these guidelines;
- Webinar for teachers about "Women's Rights and women associations" on Gender Equality.

The legal framework of Inclusive Education ([Decree-Law nº. 54/2018 of July 6th](#)) establishes the principles and norms that ensure inclusion, as a process that aims to respond to the diversity of the needs and potential of each and every one student, by increasing participation in the processes of learning and educational community life.

The inclusive school where each and every one student, regardless of her/his personal and social situation, find answers that enable that student to acquire a level of education and training which will enable her/him to be fully socially integrated. This political priority realizes the right of each student to an inclusive education that responds to her/ his potentialities, expectations and needs within the framework of a

common and plural educational endeavour that provides everyone with the sense of participation and belonging in authentic conditions of equity, contributing thus, decisively, for greater levels of social cohesion.

The continuous and integrated vision of the educational approach that is promoted of the Decree-Law no. 54/2018, of July 6th requires an evaluation process of the needed learning supports which considers the student's academic, behavioural, social and emotional aspects, but also environmental factors, as a decisive step in the sequencing and dynamics of any intervention.

The Law no. 51/2012, of September 5th - Student Status and School Ethics includes an article that expresses: *“Be treated with respect by any member of the educative community, under no circumstances may be discriminated on the basis of ethnic origin, health condition, sex, sexual orientation, age, gender identity, economic, cultural or social condition, or political, ideological, philosophical or religious beliefs; to be safeguarded their safety at school and respecting their physical and moral integrity, benefiting in particular from the special protection enshrined in criminal law for the members of the school community”*.

It should be also noted that the Law no. 60/2009, of August 6th, that established Sex Education as compulsory at all levels of Education, is intended among other specific issues to promote safe environment, to prevent sexual harassment and create inclusive educational environments for women and girls.

The Ministry of Education established the Healthy School Label aiming to recognise also the schools whose environment promotes well-being, security and gender equality.

In the recent years, the Ministry of Education, through the Directorate-General of Education, made available (in line streaming) 3 Webinar about Health and Sexuality.

In Portugal, STEM education, at the non-higher education level, is neither the subject of a dedicated strategy nor integrated into a broader national strategy, but nonetheless STEM is considered a priority at national level.

The teaching of programming, as an emerging field, is gaining increasing importance, being considered fundamental not only in the area of the STEM, but also in other areas, since it aids in the development of

transversal skills, such as analytical thinking, logical thinking, problem solving, collaborative work and creativity.

Various positive initiatives have been set up to increase the *digital fluency and literacy* in both girls and boys, such as:

- In 2015/2017 the Directorate-General of Education carried out a pilot project whose main purpose was that students not only learn to program but at the same time learn programming; develop their creativity; contribute to promote a wider view of the different uses of the computer; develop the computational thinking and to initiate learning in Computer Sciences. It was aimed at students of the 3rd and 4th year of schooling so that they could start an evolutionary learning course in this area. However, with this initiative we are not focused on making specialists, we intend to enrich our children's knowledge areas in a transversal and multidisciplinary domain.
- In 2017/2018 this pilot project was extended to all cycles of primary and secondary education.
- This school year, 2018/2019, ICT was introduced in the curriculum as a compulsory subject for 5th to 9th graders, and as a transversal subject for primary school.

Both in primary and in basic school this subject is organized in four areas of work: 1) Digital citizenship; 2) Investigate and research; 3) Collaborate and communicate; 4) Create and Innovate

This subject goes beyond the development of basic digital literacy, advancing towards the development of students' analytical skills through the exploration of environments appropriate to their ages and providing the emerging technologies approach.

A guiding document "*Orientações curriculares para as TIC no 1º ciclo*" was published for the activities in the first cycle.

- The 'Portuguese Robotics Festival' with several activities and competitions with robotics for pupils is organized by institutions of Higher Education and civil society partners. Special attention is given to the gender issue with the Robocup Dance competition.
- Within the framework of sustaining the results of European pilot projects, such as Creative Classroom Lab (CCL) , Living Schools Labs (LSL) , and Innovative Technologies for an Engaging Classroom (ITEC) , Portugal has established the project 'Learning Labs' in partnership with European Schoolnet. The lessons learnt by these European Projects is spread through a network of nine regional ambassadors. They are promoting the integration of ICT in the curriculum

through a change in the old fashion methods and introducing new methodologies in the classroom supported by technologies.

The Ministry of Education also works closely with the 92 national in-service teacher training centres to promote courses to train teacher in Digital Literacy.

In 2016, the Government implemented a pilot distance-learning education programme, fundamental to reduce training and skill shortages, also in ICT.

Moreover, and concerning the desegregation of education and professions, the Government has been implementing, since 2017/18 school year (started as a pilot), the project “Engineers for a day” across the country, that works directly with lower secondary and secondary students to challenge stereotypes in the areas of engineering and ICT, through practical exercises, mentoring and work experiences, to incentivize more girls to choose these areas. Altogether, the project has already involved around 3520 students, 37 schools across the country, 28 companies, 12 higher education institutions, and several others stakeholders such as municipalities, foundations and associations.

This initiative, which aims to prevent and combat the segregation of occupations on the basis of sex, is intended for secondary school students (10 and 11 years, in the area of science and technology) and students of the 3rd cycle of basic education (professional courses).

It should be stated that In Portugal all education/ training setting are duly equipped as regard to access safe water and sanitation services, including in order to facilitate menstrual hygiene management.

The [Law no. 60/2009 of August 6th](#) contemplates the development of skills in young people that allow informed and safe choices in the field of sexuality; Reduction of negative consequences of sexual risk behaviours, such as unwanted pregnancies and sexually transmitted infections.

The [Law no. 51/2012 of September 5th](#), Student Status and School Ethics includes an article that expresses: *“Be treated with respect and by any member of the educative community, under no circumstances may be discriminated on the basis of ethnic origin, health condition, sex, sexual orientation, age, gender identity, economic, cultural or social condition, or political, ideological, philosophical or religious beliefs”*.

In the national context and in the framework of the regulation of social and school support to the student mothers and fathers, [Law no. 90/2001, of August 20th](#), with the changes introduced by Law no. 60/2017, of August 1st, has as its main objective the fight against school drop-out and failure, as well as the promotion of youth vocational and education training. Those mothers and fathers who are attending primary and secondary education, VET or higher education, especially young pregnant women, those who have recently given birth or are breastfeeding, are covered by this law.

Thus, mothers and fathers covered by this law whose children are up to 3 years of age and especially pregnant girls who are attending primary and secondary education enjoy the following rights:

- A special regime of absences, considered justified, when duly proven, for prenatal consultations, for the period of childbirth, breastfeeding, illness and child care;
- Postponement of the presentation or delivery of homework and the realization at a later date of tests whenever, for any of the facts indicated in the previous paragraph, it is impossible to meet the established deadlines or to attend the tests;
- Exemption from compliance with legal mechanisms that make school use dependent on the frequency of a minimum number of classes hours.

In the context of health policies, the National Health Plan 2012-2020 is being implemented as a fundamental pillar of reform of the health system, oriented towards clinical quality, prevention and the promotion of healthy lifestyles, aiming to achieve health gains for the Portuguese population in general.

Regarding Sexual and Reproductive Health and Rights, the Ministry of Health widely disseminates information on sexual and reproductive health and rights in websites and other means of communication. The elaboration by NGOs, with the support of the Directorate General of Health, of informative resources and prevention programmes targeted at the groups with the highest vulnerability and risk, especially young people. The percentage of adolescent pregnancies has decreased in the last years.

[“Cuida-te”](#) (Take care of yourself) is a program of the Portuguese Youth Institute, in partnership with other public and private bodies. Its main goal is to work in the area of youth health and promoting healthy lifestyles. This programme is addressed to young people aged between 12 and 25 years, teachers, parents, youth organizations leaders, health professionals and other actors in this area. Objectives are Health education, promoting the knowledge and skills in health area, in a global and integrated way, interrelating their different components: somatic, affective and psychosocial.

Sexual Education is compulsory at all levels of education and is implemented in projects developed by schools, from pre-school education to the end of secondary education.

Schools have a Student Information and Support Office, where a multidisciplinary team (in the areas of education and health) responds to their needs identified in the area of health and sexual education.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

D. Violence against women I.

Human rights of women J.

Women and the media

L. The girl child

13. In the last five years, which forms of violence against women and girls, and in which specific contexts or settings, have you prioritized for action?

- ✓ Intimate partner violence/domestic violence, including sexual violence and marital rape
- ✓ Sexual harassment and violence in public places, educational settings and in employment
- Violence against women and girls facilitated by technology (e.g. cyberviolence, online stalking)
- Femicide/Feminicide
- Violence against women in politics
- ✓ Child, early and forced marriages
- ✓ Female genital mutilation
- Other harmful practices
- ✓ Trafficking in women and girls
- Other

Portugal in the last five years integrated in its laws, policies and programmes all forms of violence covered by the Istanbul Convention.

To highlight some milestones (for details, see Q2):

- Approval of a new action plan, as part of ENIND (see Q1), aligned with the Istanbul Convention. This ENIND/VAWDV action plan.
- Expansion and specialisation of the national support network for domestic violence victims (RNAVVD) and strategy to territorialise national policies to prevent and combat VAWDV
- Strengthening the training of professionals for a better and more adequate intervention
- Legal changes:

In 2015, Portugal proceeded to the amendment of the penal code, which sets up the Portuguese legal system the crime of female genital mutilation, punishable by a prison sentence of 2 to 10 years and were introduced the crimes of persecution (imprisonment up to 3 years or capital punishment fine) and forced marriage (imprisonment up to 5 years). There were also changed the crimes of rape, sexual coercion and sexual harassment, always in compliance with the provisions of the Istanbul Convention⁵.

5

Article 144.º A - Female genital mutilation

- Who genitally mutilates, totally or partially, a female person through clitoridectomy, infibulation, excision or any female genitalia harmful practice having non-medical reasons is punished with a prison sentence of 2 to 10 years.
- The preparatory acts of the crime under the preceding paragraph shall be punished with prison sentence up to 3 years.

Article 154.º A – Stalking

- 1 Who consistently held stalk or harass another person, by any means, directly or indirectly, in order to cause fear or uneasiness or to undermine their freedom of determination, will be punished with prison sentence up to 3 years or a fine, where a heavier penalty does not fit under another legal provision.
- 2 The attempt is punishable.
- 3 As provided in paragraph 1 it may be applied accessory penalties of contact prohibition with the victim from 6 to 3 years and mandatory attendance of specific prevention stalking programs.
- 4 Accessory penalty of contact prohibition with the victim must include mandatory distance from the victim residence or workplace and compliance should be monitored by technical means of distance control.
- 5 The criminal proceedings is based on a complaint.

Article 154.º -B - Forced marriage

Who compels another person to marry or other similar union will be punished with prison sentence up to 5 years.

Article 152 of Penal Code, which defines the crime of domestic violence, was recently amended by [Law 44/2018](#), whereby a new aggravating circumstance was added: the dissemination, on the Internet or by any other means of public dissemination, of personal data, namely image or sound, regarding the privacy of one of the victims without his/her consent. In this case, the penalty is increased (ranging from two to five years). On the other hand, all governmental areas must make specific budget allocations every year for the prevention and fight against VAWDV, which increased 67% between 2017 and 2019.

In 2018, was approved by the Decree regulating the conditions of organization and functioning of service structures, the crises centers and shelters in RNAVVD, aligning with the foreseen in the Istanbul Convention, with a view to improving the effectiveness and operation of the network.

The [Law No. 112/2009, 16 September, amended and republished by Law Nr. 129/2015, 3 September](#) which establishes the legal framework applicable to the prevention, protection and assistance of domestic violence victims and creates The National Support Network for Domestic Violence Victims. Victim's Directive - Transposition for the National Legal System.

In 2017, the team on retrospective analysis of homicide in Domestic Violence started to work and has produced six reports which are crucial for policy making. In addition, in march 2019, a technical commission was set up to define concrete measures regarding intervention axes that include data collection, procedures for 72h after the complaint (Security Forces and public prosecutors) and training to all public servants regarding domestic and gender based violence against women.

In 2019, Portugal has declared in March 7, for the first time, a day of mourning to denounce domestic violence against women⁶. Government buildings run up flags at half-mast to mark the date.

- **Data collection**

Collection of domestic violence data takes place under [Law 129/2015](#), which created a Domestic Violence Database under the responsibility of the Secretariat General of MAI.

Each year, MAI produces a [report on Domestic Violence cases reported to the police](#), with sex-disaggregated data. A standard notification and a risk assessment tool are applied all over the country since November 2014, which allows for the gathering of more accurate and detailed statistics on domestic violence recorded

⁶ <https://www.cig.gov.pt/2019/03/7-marco-dia-luto-nacional-pelas-vitimas-violencia-domestica/>

by the Police. The data are available online on the MAI website. National criminal justice statistics on domestic violence are also collected by the Ministry of Justice (MJ) and are available [online](#) .

The new action plan aims to improve statistics and knowledge on VAWVD, through the creation of sectorial statistical indicators, including an intersectional perspective; a survey on gender-based violence; creation of online repositories; and promotion of evaluation studies.

- **Complaint mechanisms**

Effective access to complaint mechanisms is underlined in Law 112/2009 (regime for the prevention of domestic violence and protection and assistance of its victims) which establishes the RNAVVD, composed by the Commission for Citizenship and Gender Equality (CIG), the Social Security Institute, shelters, victim's support services, other public administration bodies and a national helpline.

[Law 121/2015](#) reinforces effective access to complaint and compensation mechanisms by defining domestic violence as a violent crime and allowing for the advanced payment of the total compensation amount when the victim of domestic violence is in a situation of financial deprivation.

Victims' rights have been reinforced with the new Victim's Statute and the elimination of legal costs for victims of domestic violence and of FGM.

[Article 67-A of the processual penal code](#) enshrines a broader concept of "victim" which includes not only the person directly affected by the crime but also family members who suffered harm as a result of that crime, in particular, in case of death.

Reporting cases is encouraged in various ways: the fact that domestic violence is a public crime, the variety of public entities competent for accepting complains (police, public prosecution services, other entities such as the Ombudsman who must forward the compliant to the prosecution services), the fact that it can be made in person or online; a DV app that maps and gives contact information of competent entities (see below); dissemination of CIG helpline and RNAVVD services through several campaigns over the years.

- **Access to protection**

Subsequently to a formal complaint, victims are given both the status of special vulnerable victim and DV victim, and are entitled to support mechanisms.

The RNAVVD presents 3 types of services: support centres, short- and long-term shelters that respond to different levels of risk assessment and present different types of interventions to victims and their children.

Portugal has 40 shelters with 669 vacancies for women and dependent children throughout the country (including the autonomous regions). Since 2017, there is a shelter for men with 6 vacancies; since 2018, shelters for disabled women and women with mental illness (total 17 vacancies). Additionally, there are 172 vacancies for emergency situations for women, 4 for men, 7 for LGBTI people. There are also 161 support centers throughout the country and new specialized services for support of victims of sexual violence (in Lisbon and Porto) and a new specialized service for men victims of domestic violence and sexual abuse, and 3 for LGBTI people. Since 2016, the Government is reinforcing the national support network namely through partnerships with municipalities, local authorities and NGO, to ensure nationwide coverage and suitability of the network according to territorial specificities.

New regulations were adopted in 2018 concerning RNAVVD's organisation and operation in terms of counselling, emergency housing and shelters for DV victims ([Regulatory Decree 2/2018 of 24 January](#) and [Ordinance 197/2018 of 6 July](#)).

CIG developed a "[Resource Guide](#)" and launched, in 2017, the [AppVD](#) mobile application, which provides information on all the support services available in the country, ways to file a complaint or to request information.

New protocols were signed Regarding NHS, Order 5655/2017 reinforced integrated intervention model of interpersonal violence throughout the lifecycle and teams for Adult Violence Prevention mechanisms and clarified some of their functioning issues.

To reinforce training of relevant professionals, namely in the justice (prosecutors, judges, lawyers, court clerks), security forces and health areas (medical doctors, nurses, administrative staff), CIG established protocols (e.g., with Bar Association, Center for Judicial Studies, Directorate General for Justice Administration, security forces, Public Prosecutor's Office) to create more training opportunities and adequacy (see Q1).

Since 2015, an expressive increasing of protections and restraint orders were observed: regarding teleassistance protection measure, the number of victims under this system increased about 251% (in may 2019 there were in this protection system 2274 victims of domestic violence); regarding electronic surveillance, since 2015 we faced a 93% improvement at the number of monitored offenders.

Funding has been secured for primary and secondary prevention programs, and CIG is developing intervention resources (for professionals) regarding children and youth.

Finally, regarding prevention and protection, both police forces – PSP and GNR - has implemented a new risk assessment form.

Investigation and prosecution of perpetrators

Law 72/2015 and Law 96/2017 (mentioned above), for the biennium 2015-2017 and 2017-2019, respectively, consider domestic violence as a crime of priority prevention and investigation.

In 2018, the Prosecutor General established a Working Group on Domestic Violence to outline its DV strategy, including the adoption of best practices and the standardization of procedures in criminal courts, and in family and children's courts.

Investigation and prosecution of DV victims has been increasing, as well as the number of persons convicted for this crime in first instance criminal courts: 1275 in 2014, 1432 in 2015, and 1528 in 2016.

Under the EEA Grants funds mechanism, a study will be initiated in 2019 to assess the efficacy of measures applied to perpetrators and identify needs for improvement.

Domestic violence and impact of the economic difficulties on families

The economic rights of DV victims are given special consideration under Law 112/2009, which includes measures aimed at ensuring their financial subsistence and autonomy. Victims who are in a situation of economic deprivation can access the Social Integration Income (RSI) – DV victims requests are subject to priority analysis. CIG and IHRU signed a protocol to ensure access to housing to women in the RNAVVD.

A Best Practices Guide for Business on the Prevention and Combat of Domestic Gender Violence was compiled by the Ministry of Economy and CIG and launched in 2016; several workshops and conferences on prevention and combat to domestic violence and its costs in the private sector targeted at companies, business associations, trade unions and other private sector actors have been held.

Harmful traditional practices

Prevention and Combating FGM was prioritized, particularly between 2014 and 2017 insofar as structural measures were implemented in order to tackle this harmful practice. A strong investment was made in the legislative dimension, producing guidelines for the more implicated professionals, increasing knowledge about the FGM (prevalence, signaling cases by the public health system), and supporting migrant associations from the risky communities in order to develop projects against FGM (peer approach).

The current Plan for the Prevention and Combating Violence against Woman and Domestic Violence (2018-2021) provides measures to combat harmful traditional practices, specially FGM and early and forced marriages.

In 2018 a major project was launched *“Práticas Saudáveis: Fim à Mutilação Genital Feminina”*, that gives renewed drive to policies in this area, reinforces the involvement of public services, and fosters an integrated intervention. Under the coordination of CIG, the High Commission for Migration and the Regional Health Administration of Lisboa and Vale do Tejo, the activities are promoted by Public Health Units in higher prevalence areas – Almada-Seixal, Amadora, Arco Ribeirinho (Alcochete, Montijo, Moita, Barreiro), Loures-Odivelas and Sintra. These activities comprise the training go of professionals in key sectors (health, education, justice, security forces, social security, among others) and intervention initiatives at community level.

Several editions of the post graduate programme in “sexual and reproductive health; FGM”, at Escola Superior de Saúde do Instituto Politécnico de Setúbal (the 4th edition is currently ongoing) for health professionals.

In 2016, an awareness campaign "the right to live without Female Genital Mutilation" was launched. This campaign was (re)launched during Easter and Summer school holidays at the airports of Lisbon, Oporto and Faro, consisting in the distribution of leaflets and display of posters. This campaign is the result of a joint initiative of the Government, in partnership with various public and private entities. In 2019, a [new campaign was launched](#) with the moto “don’t cut the future”

Trafficking in Human Beings

Regarding THB, Portugal has a referral mechanism put in place that articulates law enforcements efforts with NGO, supporting victims of trafficking. This mechanism was updated with recent guidelines that were implemented among all stakeholders.

Once police forces contact with a possible THB victim and have completed all due urgent investigative proceedings, they make a brief security, social and psychological assessment of the victim. If the victim is considered to be in any form of risk, the NGO is contacted (being available 24/7) and police officers are

responsible for the transportation and security of the victim until transferred to the NGO. The NGO will then provide safe and secure housing for the victim, as well as social and psychological support. If, at any stage, the NGO needs further security measures or transportation it will simply contact the police investigative services that shall provide for it.

Victims of trafficking have the right to subsistence, access to a suitable and urgent medical treatment, psychological assistance, protection, translation and interpretation services, as well as legal services according to the law. Foreign victims have the same access to care as domestic trafficking victims. The Shelters Protections Centers(4) provide support to women, men and children identified as victims of trafficking, regardless of their nationality, age, religion, ethnicity, sexual orientation, disability, marital status, political orientation or socio-economic aspects. This support is also extended to under aged children of the victims.

The purpose is to ensure temporary shelter to victims of trafficking in a secure environment, promote physical and emotional recovery and social integration.

Objectives:

- To ensure protection and safety conditions;
- To assure medical support, emotional recovery, stabilization and well-being;
- To ensure access to information concerning rights, namely legal and social protection;
- To promote enlightened and self-determined decision making;
- To provide victims with the necessary instruments for future autonomy, regardless of the chosen place for integration.

Portugal has 5 Shelters for victims of trafficking (CAP):

- The Shelter and Protection Center for women and their under aged children (since 2008) provide sheltering to women and their under aged children. The structure provides these victims with emotional stabilization, psychological, health, social and legal support, in order to promote building a co-structured life project.

- The Shelter and Protection Center for Men (since June 2013) provide sheltering to men. The structure provides these victims with emotional stabilization, psychological, health, social and legal support, in order to promote building a co-structured life project.
- During the year of 2014, a new shelter in the south of Portugal for women and their children was created.
- In August 2018, Akto – Human Rights and Democracy opened a Shelter and Protection Center (CAP) for Children Victims of Trafficking in Human Beings. This CAP with a capacity to accommodate 6 children ensures the temporary care and support of children victims of Trafficking in Human Beings, in a safe place, providing a dignified and welcoming environment that promotes an integral development of their physical and mental health, and their social integration, providing medical, juridical, psycho-social and educational support. The operation of this CAP is based on three key principles: confidentiality regarding its location, cross-functional and specialized technical support and the provision of a 24/7 Help Line.
- In 2019, opening of a shelter for men and their minor

Portugal has 5 Specialized Multidisciplinary Team for the assistance of THB victims. Those Regional Teams intervention covers all of the Portuguese continental territory. The 5 APF Regional Teams act locally, following a proximity perspective, in close collaboration with qualified professionals from governmental and non-governmental institutions, namely Law Enforcement Agencies and the three THB Shelters and Protecting Centers. It is through such collaborative work that the victim's emotional stabilization and social reintegration is promoted via psychological, health, social and legal support.

Intervention is cross-sectional to all stages of the national referral mechanism: flagging of presumable VoT, support to his/her formal identification and support to his/her integration in national territory or voluntary assisted return to the country of origin

The 5 Specialized Regional Teams established 5 “Regional Networks to the Support and Protection of THB Victims” (North, Centre, Lisbon, Alentejo and Algarve), networks of cooperation and information sharing with the purpose of preventing, protecting and reintegrating victims of THB.

The [Observatory on Trafficking in Human Beings](#) (OTSH) was established in order to fight the opacity which characterises the trafficking in human beings phenomenon and thus, through a better understanding, contribute to better forms of intervention regarding prevention, protection and prosecution.

The mission of the Observatory is to produce, collect, analyse and disseminate information and knowledge about the trafficking in human beings phenomenon and other forms of gender violence.

Every year Portugal develop training in THB involving LEA, magistrate, social workers, health professionals, among others.

Portugal launch every year a national campaign on 18th of October each year with different targets. The campaigns normally are broadcast on Radio; Regional Press; Mupis; Television; Cable Channels; Mupis at railways stations; News and broadcast advertising space and molls.

Portugal has implemented during this period the III National Plan to Prevent and Combat Trafficking in Human Beings 2014 -2017.

At the present moment is implementing the IV Action Plan for Preventing and Combating Trafficking in Human Beings 2018-2021. The IV PAPCTSH 2018 -2021 is structured on the basis of 3 Strategic Objectives:

- 1 - Reinforce knowledge, and inform and raise awareness on the issue of trafficking in human beings.
- 2 - Ensure better access to trafficking victims' rights, as well as consolidating, strengthening and qualifying intervention.
- 3 - Strengthening the fight against organized crime networks, namely to dismantle the business model and dismantle the chain supply of traffic.

The Portuguese government spends on trafficking victim protection and assistance a million and a half euros per year. This amount includes the maintenance of 4 CAP shelters, the 5 Specialized Multidisciplinary Regional Teams (in the North, Centre, Lisbon area, Alentejo and Algarve), and the costs covering for the repatriation of victims of trafficking. Several projects are implemented in Portugal regarding TSH.

Every year Portugal develop training in THB involving LEA, magistrates, social workers, health professionals, among others.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- ✓ Introduced or strengthened violence against women laws, and their enforcement and implementation
- ✓ Introduced, updated or expanded national action plans on ending violence against women and girls
- ✓ Introduced or strengthened measures to increase women's access to justice (e.g. establishment of specialist courts, training for the judiciary and police, protection orders, redress and reparations, including for femicide cases)
- ✓ Introduced or strengthened services for survivors of violence (e.g. shelters, help lines, dedicated health services, legal, justice service, counselling, housing)
- ✓ Introduced or strengthened strategies to prevent violence against women and girls (e.g. in the education sector, in the media, community mobilization, work with men and boys)
- ✓ Monitoring and evaluation of impact, including evidence generation and data collection, including regarding particular groups of women and girls
- ✓ Introduced or strengthened measures for improving the understanding of causes and consequences of violence against women among those responsible for implementing measures on ending violence against women and girls

Other

For major developments see Q13.

Domestic violence and violence against women is a problem framed by successive multisector plans since, approximately, 20 years and more recently by a national strategy, that places stereotypes and power imbalances between women and men at the heart of domestic violence and violence against women. The

action plans (part of that strategy) establish strategic and specific objectives and multisector measures (Justice, Health, Social Security, Education, Security, etc.). The services provided by the RNAVVD (attending services, emergency shelters and long-term shelters), have already been presented in previous responses (as well as its evolution over the last 5 years). Also, in what concerns other forms of violence against women and girls see answers above.

It is important to highlight that Portugal has invested in [raise-awareness campaigns](#) to prevent violence against women and girls, including domestic violence.

Several efforts have also been undertaken in Portugal to mainstream the issue of violence against women into general support services. Within the framework of its role and in compliance with the principles governing the public service, IIEFP⁷ has been pursuing, through a targeted approach, to contribute to improve the living conditions of these victims by promoting access to the labor market. In fact, in some of the employment measures, victims of domestic violence have priority (among other vulnerable groups) accessing employment programs.

15. What strategies has your country used in the last five years to prevent violence against women and girls?

- ✓ Public awareness raising and changing of attitudes and behaviours
- ✓ Work in primary and secondary education, including comprehensive sexuality education
- ✓ Grassroots and community-level mobilization

Shifting the representation of women and girls in the media

Working with men and boys

- ✓ Perpetrator programmes

Other

As proven by the measures present in the V Plan against violence, as well as from the strategic objectives and specific objectives of the new action plan (2018-2021), all levels of intervention are covered, as are all sectors involved. Prevention and education objectives were/are established through awareness-raising

⁷ Employment and Vocational Training Institute

campaigns, primary and secondary prevention, support services and victims' support are reinforced, and perpetrators programmes are implemented. Also, a big investment in training is being made in the past 5 years, at all levels and for the main sectors.

As previously mentioned, territorialisation of the policies, promotion of partnerships at the local level, decentralization of services and intersectionality are also strategies on which is based the prevention and combat against domestic violence and violence against women and girls, awareness-raising campaigns on domestic violence, including violence in dating relationships, against FGM, etc, work closely with the communities in order to change attitudes and behaviors concerning all forms of violence against women and girls.

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- ✓ Introduced or strengthened legislation and regulatory provisions
- ✓ Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

Worked with technology providers to set and adhere to good business practices

Other

By the Proximity Policing model and the programs like "Safe School", "Safer Internet" and others, the Portuguese police work to prevent and respond to violence facilitated by technology. Proactive action allows for increasing the citizen's sense of security, as a consequence of greater visibility and intensity in patrolling. The population knows the police officer and the police officer in turn knows the citizen better, promoting a relationship of trust that meets the satisfaction of his or her security needs.

The Public Security Police (PSP) as a national dating violence prevention campaign "No namoro não há guerra" (There is no war on dating), every year, in schools, since 2014/2015. It reaches, annually, 15.500 students. PSP as also a national internet and social networks prevention campaign "Comunicar em Segurança" (Safe communication), every year, in schools, since 2014/2015. It reaches, annually, 33.000 students.

In the last years, the Portuguese Immigration and Borders Service (SEF), has implemented and took part of awareness raising initiatives, targeting the general public and young women and men in educational settings, such as:

- II Seminar of the Lisbon's Regional Network for the Support of Trafficking in Human Beings (THB) Victims, specially focused on "Victim's intervention". An element of the Anti-THB Unit was invited as a speaker, and his intervention was focused on child protection;
- II Seminar of the Centre Regional network for the Support of THB Victims: an element of the Anti-THB Unit participated as a speaker (7th December 2018);
- Public awareness session on Trafficking in Human Beings for secondary students (17 and 18 years old) during the 21st November 2018. The initiative, held under the European Day for the Protection of Children against Sexual Exploitation and Sexual Abuse (18th November 2018);
- Two elements of the Anti-THB Unit were invited to deliver an awareness raising session on Trafficking in Human Beings and Social Networks to 70 students of 10th and 11th grade of the Damião de Goes Secondary School.

The National Republican Guard (GNR), for the prevention of violence against women and children, facilitated by technology, seeks to develop, in an integrated way, actions in three central vectors, specifically women and children, their families and, in the case of minors, the school.

With regard to the family, the dialogue is encouraged so as to know them, to know their routines and to know who their friends are, in order to participate in the signaling and detection of situations that foster juvenile delinquency.

Aware of the role of the family and of the parents in particular, police officers encourage the presence in their children's life.

With regard to school, this has a very important role in prevention and the way to intervene more actively in this, is to promote actions and events related to this problem and in conjunction with other entities. To this extent, for example to prevent Cyberbullying, GNR has established a partnership five years ago with the company Microsoft Portugal and sensitizes the students in schools, teachers and parents, fostering a greater

approximation, interaction and approach to the subject. It is important to raise awareness about risk behaviors and actions to take if they are victims.

Article 152 of Penal Code, which defines the crime of domestic violence, was recently amended by [Law 44/2018](#), whereby a new aggravating circumstance was added: the dissemination, on the Internet or by any other means of public dissemination, of personal data, namely image or sound, regarding the privacy of one of the victims without his/her consent. In this case, the penalty is increased (ranging from two to five years). On the other hand, all governmental areas must make specific budget allocations every year for the prevention and fight against VAWDV, which increased 67% between 2017 and 2019.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted, strengthened and enforced legal reforms to combat discrimination and/or gender bias in the media
- Introduced binding regulation for the media, including for advertising
- Supported the media industry to develop voluntary codes of conduct
- ✓ Provided training to media professionals to encourage the creation and use of non- stereotypical, balanced and diverse images of women and girls in the media
- Promoted the participation and leadership of women in the media
- Established or strengthened consumer protection services to receive and review complaints about media content or gender-based discrimination/bias in the media
- Other

Several training actions were held to journalists (partnership with a professional school of journalists) and students in journalism and communication courses (protocols with universities). This training provides contents about gender equality in general and media stereotypes in particular. This training is promoted mostly by gender sensitive journalists and gender-media investigators. The dinamization of the sessions are based in real examples of journalistic articles and their gender analysis.

The Regulatory body for media (ERC) recently produced a report «*Género nos blocos informativos de horário nobre nos canais de sinal aberto RTP1, RTP2, SIC e TVI*», with data pertaining to 2015, 2016 and 2017. This is a monitorization report that identifies the types of content and messages that are sexist and stereotypical in daily information in prime time public and private generalist tv channels.

Recently, the Government initiated a cooperation with the media to promote gender equality either aiming to develop awareness raising campaigns or more systemic actions. In this context, all stakeholders have agreed to develop common objectives aiming to prevent and eliminate VAWDV, currently underway.

18. Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?

YES

With regard to domestic violence and violence against women, facing multiple and intersecting forms of discrimination, Portugal promoted:

- Since 2015, the following specialized structures for victims of domestic violence have been created, through protocols with civil society organisations:
 - Shelter for women with disabilities.
 - Shelter for women with mental disorders.
 - Shelter for men.
 - Centre for women victims of sexual violence.
 - Centre for men victims of sexual violence.
 - Support centres and emergency shelter for LGBTI persons.
- Training for professionals within the RNAVVD;
- Local support hotlines;
- Specific awareness campaigns Funding for local projects and instruments to prevent and eliminate violence against women and domestic violence in vulnerable groups, such as migrant women.
- Awareness raising sessions and workshops throughout 2018 on Gender Equality, Violence against Women and Domestic Violence – including Traditional Harmful Practices – and Human Trafficking. These sessions targeted professionals who work directly or indirectly with migrant and Roma communities, in the National and Local Support Centres for the Integration of

Migrants and in the Choices Programme (which aims to promote the inclusion of vulnerable children and youth, and foster equality and social cohesion)

- Older women

The campaign “[Nunca é tarde](#)” (It is never too late – Campaign against violence towards older women)⁸. This campaign was in line with the objectives of the strategic area 1 - Preventing, sensitizing and educating - of the PNPCVDG (2014/2017), which advocates, among others, prevention of domestic violence and gender, promotion of values of equality, citizenship and a culture of non-violence, the elimination of gender stereotypes that legitimize unequal relationships and discriminatory behavior, and the raising of awareness and knowledge about domestic violence against the elderly.

- Migrant

The current Action Plan for the Prevention and Combating Violence against Women and Domestic Violence (2018-2021) includes several measures to prevent harmful traditional practices, especially in what concerns prevention and combating FGM and early and forced marriages; the introduction of these themes in the educational and training contents for teachers of the public educational system (all levels including higher education); and production of a report about harmful traditional practices in Portugal, Lusophony and EU, in order to better understand the phenomenon. Training for Professionals (High Commissioner for Migration - training of community intervention professionals).

⁸ <https://www.cig.gov.pt/aco-es-no-terreno/campanhas/nunca-e-tarde/>

The Commission for Citizenship and Gender Equality and the High Commission have also been active under the national policies aiming to prevent and eliminate female genital mutilation (FGM). These policies, which have developed in national action programmes since 2007, are now consolidated under the National Strategy for Equality and Citizenship as policies to prevent and eliminate Violence Against Women and Domestic Violence, specifically targeting traditional harmful practices.

More concretely, and under the new National Strategy, a pilot-project was launched in November 2018, called “Healthful Practices: for the end of Female Genital Mutilation”, and is carried out through the Public Health Units of five Health Centres. Coordination is done by the High Commission, the Commission for Citizenship and Gender Equality and the Regional Health Administration of Lisbon and Tagus Valley, namely in reaching the communities and in supporting the health professionals in their capacity building process <https://www.acm.gov.pt/-/projeto-praticas-saudaveis-fim-a-mutilacao-genital-feminina-mais-sensibilizacao-e-mobilizacao-local>

In November of 2018, the High Commission and the Commission for Citizenship and Gender Equality signed a Partnership Protocol with the Higher Education Health School of the Polytechnic Institute of Setubal, the Directorate General of Health, and the Planned Parenthood Association, to launch the 3rd edition of a Post-graduate course on Sexual and Reproductive Health: Female Genital Mutilation. This course is targeted at health professionals and takes place from December 2018 to June 2019.

Promoted by the Secretary of State for Citizenship and Equality, the campaign “Don’t Cut the Future” was launched on 6th February 2019, signaling the International Day of Zero Tolerance for Female Genital Mutilation, with the participation of the High Commission, the Commission for Citizenship and Gender Equality, as well as civil society organizations. In order to signal the beginning of Easter vacation (a known prominent time for taking children to the ritual in their countries of origin), this Campaign was taken to the main national airports, where posters and flyers were distributed, to raise awareness regarding this reality and contribute to its prevention. <https://www.acm.gov.pt/-/governo-lanca-a-campanha-nao-corte-o-futuro-nos-aeroportos-nacionais>

The High Commission promoted a Conference dedicated to Equality and Human Rights in Islam “Girls and Women, Tradition and Islam”, focusing namely on the abandonment of harmful practices. This Conference took place in Sintra, Portugal on 13th April 2019, as a meeting of/with religious leaders from communities in risk of FGM, child marriages and rights of women and girls. This Conference gathered various religious

leaders active in Guinea-Bissau and in Portugal. <https://www.acm.gov.pt/-/conferencia-internacional-com-liderancas-religiosas-as-meninas-e-mulheres-a-tradicao-e-o-islao->

- LGBTI Community

There were created 3 support centres and 1 emergency shelter for LGBTI community. Also, several campaigns were launched to prevent violence against LGBTI people⁹.

- Children

Action protocols for situations involving children victims of domestic violence between the national support network for victims of domestic violence and the entities and services of the national system for the protection of children and young people.

CIG recently launched funding to support primary and secondary VAWDV prevention programs:

- Primary prevention aiming to foster interpersonal competences and a non violence culture, through actions from early childhood and with families and in schools
- Secondary prevention aiming to reinforce intervention with children and youth that show signs of violent behaviours or of being DV victims, including training professionals on detection and intervention

The Government has created a platform to prevent dating violence. It gathers civil society organizations (including academic associations and federations) that develop relevant projects in this area. The aim is to capitalize their action and streamline strategies and share practices. CIG and the National Commission for the Promotion of the Rights and Protection of Children and Young People are developing a common technical guide, including an intervention protocol, to improve intervention with children and youth in the context of domestic violence.

Participation, accountability and gender-responsive institutions

⁹ <https://www.cig.gov.pt/acoes-no-terreno/campanhas/campanha-nao-lhes-feche-a-porta/> (2015);
<https://www.cig.gov.pt/acoes-no-terreno/campanhas/campanha-trans-intersexo-direitoaser/> (2018, 2019)

Critical areas of concern:

- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- L. The girl child

19. What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?

- ✓ Reformed constitution, laws and regulations that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets

Implemented capacity building, skills development and other measures

- ✓ Encouraged the participation of minority and young women, including through sensitization and mentorship programmes

Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning

Taken measures to prevent, investigate, prosecute and punish violence against women in politics

Collected and analyzed data on women's political participation, including in appointed and elected positions

Other

As mentioned above:

- [Law 62/2017](#), of august 1, which defines minimum thresholds of women and men in boards of public companies (33% as of 1 January 2018) and listed companies (20% as of 1 January 2018; 33% as of 1 January 2020).

- In terms of political participation, [Law 1/2019](#), of March 29, raising from 33% to 40% the minimum threshold of women and men in the electoral lists to national and European parliament, elective bodies of municipalities, and members of the Parish Councils
- Law 26/2019, of March 28, which defines a minimum 40% threshold of women and men among top civil servants in public administration, and in public higher education institutions and associations

The National Commission for the Promotion of the Rights and Protection of Children and Young People (CNPDPJ) is currently involved in the drafting of a National Strategy for the Promotion of the Participation of Children, thus addressing international recommendations of the United Nations and of the Council of Europe on this matter.

Moreover, initiatives and campaigns developed by CNPDPCJ on the general promotion of rights and protection of children and young people also address the promotion of the participation of children, considering the underlying awareness-raising purpose on which those actions are based at. As an illustration, on November 20, 2017, 184 out of the 309 CPCJs, while celebrating the anniversary of the United Nations Convention on the Rights of the Child, organized various events, 9,4% of which were dedicated to the right to participation.

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership

- ✓ Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free wifi hubs, community technology centers)
- ✓ Introduced regulations to advance equal pay, retention and career advancement of women within the media and ICT field

Collaborated with employers in the media and ICT field to improve internal policies and hiring practices on a voluntary basis

Provided support to women's media networks and organizations

Other

The Portuguese Institute for Youth and Sport (IPDJ) has 19 free wi-fi posts ([Stores Point JA](#)) all over the country (2 in Lisbon and 1 in each district). The stores Point JA are public spaces that provide information and services of interest to youth. Work in a multi-channel logic based on the offer of valences to youth portal and the youth Line.

21. Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Government has been gradually implementing gender budgeting.

Gender budgeting: the 2018 State Budget established the obligation of governmental departments to present a gender budgeting report. Given the novelty of the procedure, Government carried out a pilot project, in partnership with a civil society organisation, in five policy areas: finance, internal affairs, justice, employment and social security, and health. Training actions, including on the job, were carried out and seven national policy measures analysed in terms of their gender impact.

The 2019 State Budget establishes that all public administration services and bodies' budgets integrate a gender perspective, and should identify which programs, activities or measures will be subject to gender impact analysis in 2019.

Moreover, all sectors must allocate specific budget to combatting domestic violence. Between 2017 and 2019 this allocation increased 67% and the nr of sectors covered.

22. As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?

Portugal, as member of the OECD/DAC, reports annually its financial flows for development, which includes ODA, through the Creditor Reporting System (CRS). The CRS includes a policy marker system designed for monitoring and co-ordination of members' activities in support of DAC policy objectives for aid. To identify these activities across a multitude of sectors, the following markers have been defined: gender equality, aid to environment, participatory development/good governance (PD/GG), reproductive, maternal, newborn and child health (RMNCH), and aid for trade. Four additional Rio markers were added to permit specific identification on: biodiversity, climate change mitigation, climate change adaptation, and desertification.

Policy marker data are descriptive rather than quantitative. The system allows for the identification of activities targeted to a policy objective, but not quantifies the ODA volume allocated to it, since the same activity can be marked with several policy markers simultaneously. Data collection on all policy objectives of aid is based on a marking system with three values: principal objective (2); significant objective (1); not targeted to the policy objective (0). Policy objective markers except Rio markers should be applied to all bilateral aid excluding administrative costs. Each marker has a clear definition and criteria for eligibility stated in the CRS Reporting Directives (DCD/DAC/STAT(2018)9/ADD2/Final, 28-May-2018).

23. Does your country have a valid national strategy or action plan for gender equality?

Portugal has taken a number of political commitments in the field of gender equality, in particular in the framework of the United Nations, the Council of Europe, the European Union and the CPLP. The Agenda 2030 for Sustainable Development and the 17 Sustainable Development Objectives is one of these commitments. The Agenda aims to eliminate all structural obstacles to equality between women and men, to the empowerment and fulfilment of the rights of women and girls. Agenda 2030 is a roadmap for achieving gender equality and it was one of the pillar documents to develop the next twelve years National Strategy for Non-Discrimination

It is important to note that one of the major achievements in the last years is the adoption of the [National Strategy for Equality and Non-Discrimination 2018-2030](#) "*Portugal + Igual*" (ENIND), approved in 2018 by a Resolution of the Council of Ministers. This is expressly aligned with the 2030 Agenda, and matches national objectives set therein with corresponding SDG. ENIND started a new cycle in the promotion of women's rights and in eliminating discrimination based on a systemic and comprehensive approach to public policy in three major areas: a) promoting equality between women and men; b) preventing and combating violence against women and domestic violence - including harmful practices such as female genital

mutilation (FGM) and forced and early marriages; c) combating discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics. These 3 areas correspond to ENIND's three action plans 2018-2021. For the first time, Portugal has an umbrella long-term equality and non-discrimination national strategy, that brings together and articulates these three areas.

These three action plans are based on the definition of strategic objectives that translate into a total of 131 very concrete measures for the first four years of ENIND's implementation (2018-2021), to be followed by a revision exercise for the following four years. In turn, these measures translate into indicators with measurable yearly targets, following an approach that is more action-based and operational.

24. Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women (if a State party), or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?

YES.

25. Is there a national human rights institution in your country?

YES.

The Portuguese Ombudsman, in addition to his/her traditional activity, according to the Swedish institutional matrix, is, since 1999, the National Human Rights Institution, accredited with A-status by the United Nations, fully compliant with the Paris Principles.

The promotion and defence of human rights is closely linked to this State body because of the Ombudsman's constitutional design and legal mandate, which focus broadly on the protection and promotion of fundamental rights, not only in the face of administrative disrespect, i.e. acts or omissions by the administration.

From a thematic point of view, such an approach is revealed with particular intensity in certain areas, for example, in the matter of the penitentiary system and the rights of prisoners, to the rights of foreigners and migrants and also the rights of women, children, the elderly and people with disabilities.

It is also very important to mention the activities developed by the Ombudsman as the National Human Rights Institution, regarding the dissemination and education for human rights.

Finally, the focus of human rights still has repercussions in the definition of the Ombudsman's powers, namely the recommendation – particularly the legislative recommendation – and the initiative to challenge laws before the Constitutional Court.

These two prerogatives, in particular, combined with the ability to intervene by her own initiative, allow the Ombudsman to contribute to the greatest possible alignment of the Portuguese law and practice with international law in the domain of human rights, as well as the recommendations issued by the International monitoring bodies in respect for these rights.

On the other hand, the knowledge and experience acquired by the Ombudsman in the exercise of his/her functions allows the possibility to provide the international organizations an unbiased and detailed perspective of the human rights situation in Portugal¹⁰.

The Portuguese Ombudsman's mandate is quite broad and comprehends the protection and promotion of all fundamental rights of all persons, ensuring that public authorities and, in some cases, private entities, act fairly and in compliance with the law.

The Ombudsman is committed to promote awareness raising initiatives aimed at promoting tolerance and non-discrimination. However, its main intervention regarding gender equality or discrimination based on sex/gender results from citizen's complaints. Being a crosscutting theme, all departments are aware of and contribute to this endeavour.

¹⁰ For example, the Submission to the Human Rights Council Special Procedures on the Impact of Economic Reforms and Austerity Measures on Women's Human Rights, in April 2018 and the Submission to the Questionnaire of the Working Group on the issue of discrimination against women in law and in practice, on Deprivation of Liberty of Women and Girls in October 2018.

Key inequalities identified include quite often complaints on public employment, concerning access to work, parental leave and maternity rights.

For example, a teacher presented a complaint to the Ombudsman because of the strict application of a rule that demanded the attendance of teachers with fix-term contracts at schools on the 1st business day following acceptance period.

The teacher was in a high-risk pregnancy and lived in the mainland. The school was in one of the Portuguese Islands (Azores). Since she could not attend in order to accept the placement, her contract was canceled. The Ombudsman stressed that such a decision constituted a violation of the legal rules prohibiting discrimination against pregnant women in access to employment.

In another situation, the Portuguese Ombudsman was asked to rule on a case in which breastfeeding absence involved the loss of regular attendance bonuses, in clear violation of that established by law, i.e. considering that this exemption is equivalent, for all intents and purposes, as effective provision of work. The Ombudsman drew the attention of the competent authority to the fact that absences from work in cases of maternity leave must not determine the loss of any rights and have to be regarded as actual work.

Perhaps not so obvious, the Ombudsman also receives complaints related to discrimination against women in sports.

For example, a teen female cyclist complained to the Ombudsman claiming that young female athletes were being discriminated because they were not allowed to participate in an amateur cycling competition. The Portuguese Cycling Federation explained that the restriction was due to security reasons and the level of difficulty of the competition, and reported that it was considering applying the ban equally to male teen athletes. The Ombudsman requested the Cycling Federation to study options adopted by other countries, as well as existent international guidelines.

Regarding detention facilities, the Ombudsman, in its quality of National Preventive Mechanism, pays special attention to the treatment of women, with special focus on especially vulnerable women, such as asylum seekers, pregnant women, older women, women who may suffer from mental illness, amongst others. Treatment of transgender women is also considered in visits to detention facilities.

As mentioned above, the Ombudsman also promotes several initiatives in the field of promotion and human rights, from conferences, to seminars, training of professionals from different areas, conferring great importance to student's interaction. As promoter and participant, the theme of gender-based violence has been a constant concern and action. That was the case, for example of the recent conference on Trafficking in Human Beings that took place in the Parliament in 18 October 2018.

At international level, the Ombudsman integrates the Thematic Network of Women of the Ombudsman Iberoamerican Federation, which is a forum to exchange experiences, good practices and studies.

(<http://www.portalfio.org/redes/red-de-defensorias-de-mujeres/documentos-informes-de-la-red>)

Peaceful and inclusive societies

Critical areas of concern:

- E. Women and armed conflict
- I. Human rights of women
- L. The girl child

26. What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

- ✓ Adopted and/or implemented a National Action Plan on women, peace and security
- ✓ Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks
- ✓ Used communication strategies, including social media, to increase awareness of the women, peace and security agenda

Increased budgetary allocations for the implementation of the women, peace and security agenda

Taken steps to reduce excessive military expenditures and/or control the availability of armaments

Re-allocated funds from military spending to social and economic development, including for gender equality and the empowerment of women

Supported inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms

Other

Portugal has integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks. In fact, Portugal is now in its third (III) National Action Plan for the implementation of UNSCR 1325 (2000), recently approved, for the period 2019-2022. Since 2014, the 2nd and 3rd National Action Plan on the Implementation of Security Council Resolution 1325 ([2014-2018](#), [2019-2022](#)) were adopted.

The Plans contain measures which are based on the pillars of the Resolution, defining the way Portugal continues to promote the objectives outlined in the UNSCR, both within national, regional and international levels.

The Plans also fit in the commitments undertaken by Portugal in international *fora*, in particular in the Council of Europe, EU and the Community of Portuguese Speaking Countries (CPLP) and fulfills the Istanbul Convention.

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The III Plan establishes 4 strategic goals and 9 specific objectives. Within the framework of these objectives, the implementation of some of its measures is direct responsibility of the MoD, and there are others in which this Ministry is involved, also addressed to other areas of governance.

It should be emphasized the measures related to the area of training, to civil and military personnel; training and deploying specialists for participation in international missions; promotion of the nomination of women with functions of command, staff and observers in peace support missions; adoption of measures aimed at increasing the participation of women in peace support and cooperation international missions; support inclusive and gender-sensitive conflict analysis, early warning and prevention mechanisms, (e.g. development of doctrine and regulations whenever a mission and/or military operation is being prepared and is implemented); among other.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- ✓ Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements
- ✓ Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level
- ✓ Integrated a gender perspective in the prevention and resolution of armed or other conflict
- ✓ Integrated a gender perspective in humanitarian action and crisis response
- ✓ Protected civil society spaces and women's human rights defenders

Other

The National Defence and Portuguese Armed Forces have:

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements (e.g. Integration of gender focal points in order to assist and advise on those processes);
- Promoted equal participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level, by assigning military women to positions abroad (e.g. Defence attaché in Berlin; observation officer to UN mission in Colombia; humanitarian missions under the scope of the EU missions related to the migrant crisis);
- Integrated a gender perspective in humanitarian action and crisis response (please see examples above);
- Integrated a gender perspective in the prevention and resolution of armed or other conflict (e.g. Development of doctrine and regulations whenever a mission and/or military operation is being prepared and is implemented; implementation of lectures during the preparation of the deployed personnel dedicated to the integration of gender perspective in operations).

The Security Forces offer equal opportunities to men and women within its ranks, not placing any access restrictions to the vacant posts. In the limit, we can have all positions filled by women.

In security forces' training centers, all the courses include training regarding gender equality and human rights. In addition, GNR often send trainees to international partners training centers, to train, men and women, in these matters.

In 2018 alone, three female officers attended "The Course EU Gender Training Discipline Leader in CSDP", organized by the Spanish Ministry of Defense; "The course Integration of a gender perspective in CSDP", organized by the European Security and Defense College and "The Training of Trainers course on Child Protection for UN Police", organized by the United Nations.

Female officers also attended, in 2018 alone, workshops in Spain related to gender equality, an International Visitor Leadership Program in the United States of America and a Liaison Officers Course in China.

At GNR Women have participated in all types of missions, alongside men, for example, Mentoring and Advising mission in Timor-Leste, European Union Monitoring Mission in Georgia, European Border and Coast Guard Agency missions in the external borders of Europe, European Union Training Mission in Tunisia, United Nations Integrated Peacebuilding Office in Guinea-Bissau, etc.

In PSP, since 2016 the number of Women participated in international missions was increased:

In 2016 (One Women in International Missions):

- ✓ COLOMBIA - Observer – 1

In 2017 (Three Women in International Missions):

- ✓ UNIOGBIS – Guinea Bissau – Police Adviser - 1
- ✓ EUMM – Georgia – Police Monitor - 1
- ✓ COLOMBIA - Observador – 1

In 2018 (Eleven Women in Internacional Missions):

- ✓ UNIOGBIS – Guinea Bissau – Police Adviser - 2

- ✓ EUMM – Georgia – Police Observer - 1
- ✓ UNMISS – Southern Sudan – Police Advisers - 4
- ✓ UNAMID – Darfur – Police Adviser - 2
- ✓ MINUSCA – Central African Republic – Police Adviser - 2

During the last years, the Portuguese Immigration and Borders Service (SEF) had two female national directors. Currently, the National Director participates in different working groups of the European Union, as well as at international organizations or events related to SEF's expertise area.

For example, attends to the European Border and Coast Guard Agency (Frontex) and to the European Asylum Support Office (EASO) Management Boards, both decision-making level meetings, where the Refugees crisis is one of the main issues. Also in the last 5 years, several SEF's female elements have participated in FRONTEX missions.

28. What actions has your country taken in the last five years to enhance judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?

- ✓ Implemented legal and policy reform to redress and prevent violations of the rights of women and girls
- ✓ Strengthened institutional capacities, including of the justice system and transitional justice mechanisms as applicable, during conflict and crisis response
- ✓ Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse

Increased access of conflict-affected, refugee or displaced women to violence prevention and protection services

Taken measures to combat illicit arms trafficking

Taken measures to combat the production, use of and trafficking in illicit drugs

- ✓ Taken measures to combat trafficking in women and children

Other

The promotion of safety and the equality between women and men and of non-discrimination is seen by Portugal as an ethical, legal and constitutional imperative in the defence and guarantee of fundamental rights for all citizens. In regard to equality, Portugal continues to strengthen its public policies in order to eliminate all type of discrimination on the grounds of sex, as well as multiple and intersectional discriminations. In this context, it should be noted that domestic law is in compliance with the principles and rules of all the International Human Rights Treaties that Portugal is part of, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Regarding the specific question, it is important to notice that in addition to the Rome Statute of the International Criminal Court and other instruments, Portugal is a party to the four Geneva Conventions of 12 August 1949 (since 14 March 1961) and their two Additional Protocols of 1977 (since 27 May 1992) and to the Convention on the Prevention and Punishment of the Crime of Genocide (since 9 February 1999) as well as several instruments about the use of weapons. The states are obliged to suppress all violations of international humanitarian law and there are specific obligations relating to certain serious violations entitled serious offenses that should be punished. Therefore, the Act 31/2004, of 22 July adapted the Portuguese criminal legislation to the Statute of the International Criminal Court, prohibiting and punishing serious offenses, by typifying the conducts which constitute crimes by violation of international humanitarian law. The Criminal Code is complementarily applicable to the offenses set forth in it, including the provisions about the rights of the victims and witnesses in criminal proceedings.

On the other hand, the provisions of this law does not preclude the application of the Code of Military Justice when the crimes are connected to the military defence interests of the Portuguese State and the other that the Constitution assigns to the Portuguese armed forces. This Law covers all persons, whatever their nationality, who commit or giving orders to commit serious offenses, as well as cases where violations result from the omission contrary to the legal duty to act. It covers acts committed both within and outside the Portuguese territory.

In the last five years, some measures have been implemented that will be worth mentioning in this context. One of them concerns the thirty-eighth amendment to the Criminal Code introduced by the Act 83/2015, 5th August, which gave more criminal relevance to the crime of female genital mutilation, created the crimes of persecution and forced marriage and altered the crimes of rape, sexual coercion and sexual harassment, in compliance with the provisions of the Convention of Istanbul.

Other important measure is the one introduced by Act 130/2015, 4th September, which gives reinforced protection of the rights of the victims of crimes, creating the statute of the victim and introducing in Article 67 of the Criminal Procedure Code the concept of especially vulnerable victim. This concept includes situations of particular fragility as well as type, level and duration of the victimization, having resulted in serious consequences for the psychological balance or social integration conditions of the victim.

It is also important to mention, in the context of the proposed question, the Resolution of the Council of Ministers 12-B/2015, 20th March, which defines the Strategic Plan for Migration 2015-2020 that seeks to politically adapt the country to a more complex and challenging migration reality by adapting itself to the industrial promotion strategy for growth and employment and to the priority of the «Global Approach to Migration and Mobility» defined by the European Commission. This plan includes a set of measures designed to promote gender equality and to strengthen personal, professional and civic integration in immigrant women in Portuguese society.

Another significant achievement concerns Resolution of the Council of Ministers 80/2018, 19th June, which introduced the IV Action Plan for Preventing and Combating Trafficking in Human Beings (2018 -2021), designed to reinforce knowledge on the issue of trafficking in human beings, to ensure access to their rights, as well as to qualify the intervention, and promote the fight against organized crime networks, namely by dismantling the business model and disassembling the trafficking chain.

In addition to the abovementioned, a number of other measures that have been implemented in recent years in this area, covering such diverse subjects as the prevention of addictive behaviours (Resolution of the Council of Ministers 79/2014, 29th December), gender self-determination (Act 38/2018, 7th August) and domestic violence (Resolution of the Council of Ministers 52/2019, 6th March).

Finally, we shall also point out that the aforementioned issues are marked as priorities of criminal policy in Act 72/2015, 20th July (for the biennium 2015-2017) and in Act 96/2017, 23rd August (for the biennium 2017-2019).

29. What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?

- ✓ Taken measures to combat negative social norms and practices and increased awareness of the needs and potential of girl children
- ✓ Strengthened girls' access to quality education, skills development and training

Tackled disadvantages in health outcomes due to malnutrition, early childbearing (e.g. anemia) and exposure to HIV/AIDS and other sexually transmitted diseases

- ✓ Implemented policies and programmes to reduce and eradicate child, early and forced marriage
- ✓ Implemented policies and programmes to eliminate violence against girls, including physical and sexual violence and harmful practices

Implemented policies and programmes to eradicate child labour and excessive levels of unpaid care and domestic work undertaken by girl children

- ✓ Promoted girls' awareness of and participation in social, economic and political life

Other

The scope of the elimination of the discrimination against and violations of the rights of the girl-child converges with that of equality and non-discrimination strategy outlined in the answer to Q1 and others on education, elimination of violence, etc.

In fact, a key element to achieving what is envisioned by ENIND is the elimination of gender stereotypes as originating factors of direct and indirect sex-based discrimination. Tackling this issue shall promote the meaningful equality of men and women and, as such, hinder the perpetuation of structural and historical models of discrimination.

From 2014 until 2018, CNPDPCJ has integrated the efforts made by Portugal to eliminate discrimination against and violations of the rights of the girl child, within its scope of action.

Similarly, regarding gender equality, initiatives and campaigns developed by CNPDPCJ on the general promotion of rights and protection of children and young people also intersect the specific scope of the elimination of the discrimination and violation of the rights of the girl child, considering the underlying

awareness-raising purpose on which those actions are based at. As an illustration, on November 20, 2017, 184 out of the 309 CPCJs celebrated the anniversary of the United Nations Convention on the Rights of the Child with events of various nature. The right to non-discrimination was the main topic of 7,7% of the activities developed on this occasion.

Harmful Practices

The current Action Plan for the Prevention and Combating Violence against Women and Domestic Violence (2018-2021) includes, for the first time, several measures to prevent harmful traditional practices which are planned, especially in what concerns prevention and combating to early and forced marriages; the introduction of these themes in the educational and training contents for teachers of the public educational system (all levels including higher education); and production of a report about harmful traditional practices in Portugal, Lusophony and EU, in order to better understand the phenomenon.

Trafficking in Human Beings

The Third National Plan to Prevent and Combat Trafficking in Human Beings (2014-2017) contained measures aims to prevent and protect child trafficking:

- Developing action protocols for the prevention, detection and protection of child victims of trafficking;
- Implementing standardized and specific referral protocols of care for child victims of trafficking, in hospital system and primary health care (Health Action for Children and Youth at Risk).

The National Commission for the Protection of Children and Youngsters at Risk organized, in partnership with Security Forces and the Immigration and Border Service, training courses for professionals which specific contents on child trafficking.

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women

K. Women and the environment

L. The girl child

30. What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?

- ✓ Supported women's participation and leadership in environmental and natural resource management and governance

Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)

- ✓ Increased women's access to and control over land, water, energy, and other natural resources
- ✓ Promoted the education of women and girls in science, engineering, technology and other disciplines relating to the natural environment
- ✓ Enhanced women's access to sustainable time- and labour-saving infrastructure (e.g. access to clean water and energy) and climate-smart agricultural technology

Taken measures to protect and preserve the knowledge and practices of women in indigenous and local communities related to traditional medicines, biodiversity and conservation techniques

Taken steps to ensure that women benefit equally from decent jobs in the green economy

Monitored and evaluated the impact of environmental policies and sustainable infrastructure projects on women and girls

Other

The Portuguese model of sustainable rural development aims to strengthen the multifunctional agro-forestry sector through a three-fold approach: firstly economic, through the enhancement of marketable goods; secondly environmental, by developing services and sustainable management of resources; and thirdly strengthening territories by improving the governance of local communities and their related activities.

The country rural areas present an enormous and diversified potential of natural, human and cultural resources, but they are also affected by setbacks in terms of social and economic development and by insufficient access to basic infrastructure.

Nevertheless, Portugal, like other countries in Europe, had a considerable transformation of rural areas, with the change of agricultural activities, the continued migration of population to urban centres, in the country and abroad, the ageing of the population and the emergence of new activities, particularly in the secondary and tertiary sectors.

This also led to a feminization of rural areas affecting, both positively and negatively, household welfare and women's roles in rural communities in various ways.

The positive impacts were that in many places of rural Portugal different initiatives emerged that were implemented by women, such as cooperatives or micro-enterprises; activities in tourism; the processing of agricultural products; small retailers and service companies, among others, due to the efforts of financing women's activities.

In fact, economic empowerment increases women's access to economic resources and opportunities including jobs, financial services and other productive assets, skills development and market information.

In the last decade, the European initiatives and funds to support European Countries in agriculture and rural development were extremely important in the dynamization of activities performed by women. A study carried out in Portugal stresses that these funds had allowed women, "alone, or in conjunction with other operational and community programmes, to develop and acquire new skills, and to invest in projects of diversification of activities...".

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programmes for disaster risk reduction, climate resilience and mitigation?

Supported women's participation and leadership, including those affected by disasters, in disaster risk reduction, climate resilience and mitigation policies, programmes and projects
Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters
Promoted access of women in situations of disaster to services such as relief payments, disaster insurance and compensation

Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation (e.g. disaster laws addressing vulnerability of women in disaster)

N.A.

Section Three: National institutions and processes

32. What is your country's current national machinery for gender equality and the empowerment of women? Please name it and describe its location within Government.

The Commission for Citizenship and Gender Equality– CIG

CIG is the governmental mechanism responsible for promoting equality between women and men and the empowerment of women and girls. It is an official department under the Presidency of the Council of Ministers and is accountable to the Secretary of State for Citizenship and Equality.

This Commission replaced the Commission for Equality and Women's Rights (Comissão para a Igualdade e para os Direitos das Mulheres - CIDM), which in turn replaced the Commission on the Status of Women (Comissão da Condição Feminina - CCF). It assists the implementation of public policies in the field of citizenship and on the promotion and protection of gender equality.

Its organisational structure was established by Regulatory Decree No. 1/2012, of 3 January, which established the Commission's following responsibilities:

- a) Support the preparation and development of global and sectorial policies regarding the promotion of citizenship and gender equality and to participate in the implementation of specific policies and its liaison with integrated policies;
- b) Contribute to the amendment of the regulatory framework, or to its implementation, in respect of citizenship and gender equality, by preparing regulatory proposals, issuing opinions on legislative initiatives or suggesting mechanisms to promote full and effective compliance with the regulations in force, particularly in the mainstreamed fields of education for citizenship, equality and non-discrimination between women and men, maternity and paternity protection, reconciliation of women and men's work, personal and family life, combat forms of gender violence and support for victims;
- c) Prepare studies and planning documents to support political decision-making in the area of citizenship and gender equality;

- d) Promote education for citizenship and activities designed at raising civic awareness in regards to the identification of discriminatory situations and ways of eliminating them;
- e) Promote activities to facilitate equal participation in economic, social, political and family life;
- f) Suggest measures and carry out activities to counter all forms of gender violence and to support its victims;
- g) Support non-governmental organisations on measures, projects or activities that promote aims corresponding to those of the Commission;
- h) Attribute quality awards to entities that adopt codes or follow best practices examples in promoting gender equality, preventing gender violence and providing support to victims;
- i) Provide technical supervision of structures assisting and caring for victims of violence and strategic coordination with other official sectors involved in such support;
- j) Articulate and ensure the implementation and maintenance of technical systems of protection for victims of domestic violence;
- l) Maintain public opinion informed and aware by means of the media, by producing publications and by keeping a specialised documentation centre and library;
- m) Prepare general recommendations regarding best practices in promoting gender equality, especially at the advertising level, at the working procedures of educational structures, at the training and work organisation in the public and private sectors, as well as at checking their conformity with these best practices;
- n) Assign technical competencies and certify persons and entities' quality who are institutionally involved in the promotion and protection of citizenship and gender equality;
- o) Develop legal advice and psychosocial support services, especially in situations of discrimination and gender violence;
- p) Receive complaints regarding situations of discrimination or gender-based violence and present them, when appropriate by issuing opinions and recommendations, to the competent authorities or to the entities involved;

- q) Ensure adequate forms of institutional participation for non-governmental organizations that contribute to the implementation of citizenship and gender equality policies;
- r) Organise, in accordance with the Law, the national registry of non-governmental organisations whose statutory object is essentially the promotion of values of citizenship, human rights protection, women's rights and gender equality;
- s) Cooperate with international and European organisations and other equivalent foreign entities, in order to participate in the broad guidelines regarding citizenship and gender equality and to promote their implementation at national level;
- t) Cooperate with national, regional and local public and private entities in projects and activities coinciding with CIG's mission, in particular by establishing partnerships;
- u) Provide technical assistance to initiatives promoted by other entities in the area of citizenship and gender equality;
- v) Issue favourable opinions on the signing of cooperation agreements that involve official state entities in matters related to the support of victims of gender violence.

CIG is steered by a President, assisted by a Vice-President and an Advisory Board. The Advisory Board, chaired by the Government member to whom CIG is accountable, also includes the Chair and Vice-chair, the Inter-ministerial Section, the Nongovernmental Organisations Section and the Technical and Scientific Group.

CIG's Advisory Board

Under the terms of its Organic Law, one of CIG's bodies is the Advisory Board, which comprises the Inter-ministerial Section, the Non-Governmental Organisation Section and the Technical and Scientific Group. The Inter-ministerial Section is composed by representatives of Government departments working in public administration areas deemed to be of interest to CIG's objectives, due to the impact their policies may have on promoting citizenship and gender equality.

In accordance with Council of Ministers Resolution No. 161/2008, of 22 October, these representatives are accorded the status of advisers on equality. The same Resolution establishes the parameters that the central government's cross-over operational measures must observe in relation to gender mainstreaming.

The competencies of the advisers on equality include monitoring the implementation of policy measures in the field of gender equality.

The Non-Governmental Organisation Section seats representatives of nongovernmental organisations whose statutory purpose is essentially to promote values of citizenship, defence of human rights, women's rights and gender equality, and whose objectives coincide with those of CIG.

Up to 40 non-governmental organisations, 30 national and 10 regional or local, may be represented on the Advisory Board.

The competencies of this Section include the contribution to the definition and implementation of policies for citizenship and gender equality.

The Technical and Scientific Group includes, besides CIG's President and Vice- President, 10 individuals of recognised scientific competence in the areas of citizenship, human rights, women's rights and gender equality, which are appointed by the Member of the Government to whom CIG is accountable.

Commission for Equality in Labour and Employment (CITE)

The Commission for Equality in Labour and Employment (CITE) was maintained despite the extensive restructuring of the Public Administration. It kept its former structure; its tasks were adapted to the new labour regime; and it is currently working under the direction of the Ministry for Labour and Social Solidarity, in articulation with the member of Government in charge of gender equality.

CITE is a tri-partite body composed by governmental representatives, social partners representing the employees and social partners representing the employers. Its main tasks are:

- To promote equality and non-discrimination between women and man in work, employment and professional training;
- The protection of maternity and paternity as well as reconciliation between professional, family and personal life, especially by issuing Opinions or Recommendations regarding complaints on grounds of gender based discrimination.

The Commission evaluates the complaints of discrimination and draws up reports on these matters, which are sent to interested parties. It is compulsory to the employers to ask the legal opinion of this Commission before the dismissal of pregnant, puerperal or breast-feeding women.

The legal opinion is given in 30 days. If the opinion is negative, only a court of law may authorize the dismissal. Employers are also required to seek the opinion of this Commission if they do not agree with the requests of reduced timetables or flexible time arrangements for women and men with small children. The opinion must be given within 30 days and if the opinion is negative only a court of law may authorise the employer to deny the employee's request.

The budget of the Commission for Equality in Labour and Employment has invested in promotion of equality and non-discrimination between women and man in labour market: 2014 – 838 66,00 €; 2015 – 1. 043 165,00 €; 2016 – 831. 466,55 €; 2017 – 451.198,00 €; 2018 – 525 893,00 € and 2019 – 609 462,00 €.

The formative and informative activities developed by the Commission for Equality in Labour and Employment have as their target the general public and some strategic groups in order to achieve mainstreaming. Among these groups are social negotiators, entrepreneurs, trade-unionists, jurists working for associations of employers or trade unions, human resource managers, civil servants, magistrates, lawyers, trainers and local elected officers.

Due to its size, when presenting its annual accountability, CITE is exempted from preparing a management report (financial report). CITE only has to prepare a document with the characterisation of the entity, comprising the following information: identification of the entity; law(s) regulating its mandate; its mission and competences; areas of action; and the accounting system used.

CITE's budget implementation is part of the annual information sent by the General Secretariat of the Ministry of Labour, Solidarity and Social Security to the Court of Auditors. CITE is under the authority of the Ministry of Labour, Solidarity and Social Security.

CITE is a centralised body, located in Lisbon, and without branches.

Decree-Law no. 76/2012 (makes amendment to Decree-Law no.124/2010) sets up CITE's management structure. Organogram indicating the structure of the equality body. The salaries of the employees who are civil servants, as well as the CITE's premises are directly paid by IEFP – National Institute for Employment and Vocational Training, which, by law, is responsible for supplying the resources – human resources, the property but also the operating budget – to CITE.

The main challenges facing the gender equality in the labour market today are essentially the need to tackle persistent pay gaps and segregation in the professions. Nevertheless, promoting protection in parenthood, reconciling professional activity with family life, as well as achieving parity in decision-making positions continue to be challenges to which it is essential to give attention and building instruments and tools that can help streamline their implementation.

33. Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?

Six months after the adoption of the Agenda 2030, Portugal has determined, in the Council of Ministers, that the conduct of follow-up, monitoring and coordination of the national implementation of the SDG's would be made by the Ministry of Foreign Affairs, in conjunction with the former Ministry of planning and infrastructure.

As a sign of the national commitment to the Agenda 2030, in July 2017, Portugal presented the first National Volunteer Report -a basic tool and a fundamental exercise of policy analysis and strategic alignment to the implementation of the 2030 agenda in the country.

Among the 17 sustainable development goals (ODS), Portugal has identified the ODS 4 "quality education", 5 "gender equality", 9 "industry, innovation and Infrastructure", 10 "reduce inequalities" and 13 "climate action" and 14 "Protect marine life "as a priority. On the one hand, reflect the three dimensions of sustainable development: economy, society and environment; on the other hand, we consider that a positive performance in these ODS contributes directly to achieving the remaining ODS until 2030.

Almost two years after the formal presentation of the Volunteer Report at the United Nations, Portugal's action to the 2030 Agenda is vast, with many strengths, but also some areas where there is scope for improvement.

According to the study "Measuring Distance to SDG Targets 2019" OECD, Portugal is above the average of the countries to achieve the ODS 7, 13 and 14, related to energy, climate and oceans. Has a better performance than the average goals related to **gender equality**, climate, oceans, energy and institutions (5, 13, 14, 7 and 16) and is below average in ODS related to sustainable production and cities (11 and 12).

It is estimated that Portugal can achieve all the SDG's targets before the deadline. Nevertheless, for this purpose, it will be necessary to strengthen the institutional structures and mechanisms to ensure the essential consensus and political commitment for the next 11 years.

For the implementation of SDG 5, The Secretary of State for Citizenship and Equality set-up a Working Group, involving the main stakeholders (public, private and NGO's). CIG is part of this Working Group.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

See answer to Q33.

a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

- | | |
|------------------------------------|--------------------------------------|
| Beijing Declaration and PfA | Parliaments/parliamentary committees |
| Civil society organizations | Private sector |
| ✓ Women's rights organizations | United Nations system |
| Academia and think tanks | Other actors, please specify..... |
| Faith-based organizations | |

2030 Agenda for Sustainable Development

- ✓ Civil society organizations
- ✓ Women’s rights organizations
- ✓ Academia and think tanks

Faith-based organizations

- ✓ Parliaments/parliamentary committees
- ✓ Private sector

United Nations system

Other actors, please specify.....

b) Do you have mechanisms in place to ensure that women and girls from marginalized groups can participate and that their concerns are reflected in these processes?

c) Please describe how stakeholders have contributed to the preparation of the present national report.

Regarding questions a), b) and c), for the 2030 Agenda for Sustainable Development:

The mechanism in place for coordination makes use of existing coordination structures. The 2030 Agenda implementation is thus coordinated through the Inter-ministerial Commission for Cooperation which coordinates development cooperation activities across policy sectors (external dimension) and the Inter-ministerial Commission for External Policy which coordinates activities in the internal dimension.

The coordination with ministries responsible for the SDG implementation, is done via these Inter-ministerial Commissions and they are responsible for the dialogue with their relevant stakeholders.

When developing the Voluntary National Report (VNR) of Portugal on the 2030 Agenda implementation, public consultations were held, in collaboration with United Nations Regional Information Centre for Western Europe, including an online survey and a seminar at the parliament (in 2017). A multi-stakeholder workshop was also held in with more than 60 national representatives of academia, business, trade unions, NGO's and NGDO's, mainly to coordinate and exchange views on the contents of the VNR.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

Yes

No

There is no national action plan/strategy for SDG implementation. Nevertheless, and as explain above, gender equality is considered one of the key priorities at national level. (See answer to Q.33)

It is important to note that one of the major achievements in the last years is the adoption of the [National Strategy for Equality and Non-Discrimination 2018-2030 “Portugal + Igual”](#) (ENIND), approved in 2018 by a Resolution of the Council of Ministers. This is expressly aligned with the 2030 Agenda, and matches national objectives with corresponding SDG. ENIND started a new cycle in the promotion of women’s rights and in eliminating discrimination based on a systemic and comprehensive approach to public policy in three major areas: a) promoting equality between women and men; b) preventing and combating violence against women and domestic violence - including harmful practices such as female genital mutilation (FGM) and forced and early marriages; c) combating discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics. These 3 areas correspond to ENIND’s three action plans 2018-2021. For the first time, Portugal has an umbrella long-term equality and non-discrimination national strategy, that brings together and articulates these three areas.

These three action plans are based on the definition of strategic objectives that translate into a total of 131 very concrete measures for the first four years of ENIND’s implementation (2018-2021), to be followed by a revision exercise for the following four years. In turn, these measures translate into indicators with measurable yearly targets, following an approach that is more action-based and operational.

Section Four: Data and statistics

36. What are the top three areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- ✓ Promulgated laws, regulations, or statistical programme/strategy setting out the development of gender statistics
- ✓ Established an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- ✓ Used more gender-sensitive data in the formulation of policy and implementation of programmes and projects

Re-processed existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics

- ✓ Conducted new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)

Improved administrative-based or alternative data sources to address gender data gaps

Produced knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

- ✓ Developed a centralized web-based database and/or dashboard on gender statistics

Engaged in capacity building to strengthen the use of gender statistics (e.g., trainings, statistical appreciation seminars)

Other

Statistics Portugal website provides since 2004 a Gender Database (GDB) with sex-disaggregated data in ten statistical domains, most of which are updated. However, to have a more comprehensive picture of women's and men's economic, political and social situation in Portugal, notably for informed public policies implementation, a major project (see Q37) is being developed by Statistics Portugal, among others to assess gaps in the GDB. This is funded under the EEAGrants financial mechanism.

This process will include reviewing the current set of indicators, identifying missing indicators, on the basis of other countries and organizations' databases, scientific research, studies, reports, and international

recommendations, corresponding sources or lack thereof and delineating ways to fill the gap; identifying potential relevant sources that do not currently feed the Gender Database.

In this context, among the ten statistical domains currently supporting the GDB, two areas were already identified with missing or insufficiently official data recurrently requested by policy users, media, and society in general:

- A set of indicators associated with the low fertility rate, which has been declining in Portugal since the last three decades, attaining levels significantly below the EU and OECD averages.
- And time use by women and men, and respective distribution of paid work, types of unpaid work (including unpaid care work), travel time, and leisure.

Fertility rates have been declining across European and OECD countries but in Portugal that common demographic trend seems to be exacerbated leading to a very low fertility rate. Indeed, Portugal presented in 2016 the second lowest fertility rate among the EU28 countries (1.36 children per women), after Spain and Italy (1.34 children per women in both countries). Among OECD countries, Portugal is the second country presenting the lowest mean fertility rate for the decade 2005-2015, alongside with Poland, Hungary and Slovak Republic (all countries with 1.3 children per women), after Korea (1.2), and far below OECD average (1.7). This scenario of such a low fertility has worsened in the recent years of economic crisis when Portugal was under the financial assistance of the Economic Adjustment Programme. Along with the ageing population, this demographic trend of the Portuguese population raises important questions for the future of population itself and its economic sustainability especially since Portugal has registered a negative net migration in recent years.

Thus, it is of crucial importance to analyse with further detail the main reasons behind this demographic behavior: what influences and what is the role of choices of women and men of having or not having a child and what should be done to create the conditions for those intending to have a child to do so; focus is placed on the particular disadvantages that women face in the public and private spheres that strongly limit their choices, such as work-life balancing difficulties, discrimination at work, division of care and domestic work with men, parental leave take up and share rates with fathers, mobility, urban planning, among others. Despite main birth and fertility indicators pointing to a slight recovery of fertility in 2015 and 2016, the continuing postponement of childbearing persists, as in 2017 the number of live births from women living in Portugal decreased again (minus 1.1% compared to the previous year) and the mean age of women at birth of first child has been consistently increasing (29.6 years old in 2016).

Also in connection to the above, the issues of inequalities in the distribution of time are of major policy importance and Time Use Survey (TUS) has a multipurpose nature and therefore a considerable analytical potential. TUS is considered a major source of data for measuring unpaid work, in particular in a gender equality perspective, household production, including volunteering, accurate working time, new forms of work, gender balance in daily activities, in care for children, the elderly and other dependents, and domestic work, transport time, including time spend to commute, transport use, leisure, culture and non-work activities, work-life balance, also in relation to the use of ICT, loneliness and isolation and several elements of quality of life including subjective perceptions. TUS also provides data for satellite accounts of household production and thus contributes to the improvement and enrichment of national accounts.

Several policy initiatives are linked to these data, namely the Programme of the XXI Constitutional Government of Portugal, the Portuguese Strategy for Equality and Non Discrimination 2018-2030, the Portuguese pioneer WLB programme (*3 em Linha – Programa para a Conciliação da Vida Profissional, Pessoal e Familiar*), the Beijing Declaration and Platform for Action for Equality, the Gender Equality Index, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the European Pact for Gender Equality (2011-2020) and the Strategic Engagement for Gender Equality 2016-2019, the context of the work-life balance under the European Pillar of Social Rights and the Sustainable Development Goals (SDG).

37. Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?

- ✓ Design of laws, regulations, or statistical programme/strategy promoting the development of gender statistics
- ✓ Establishment of an inter-agency coordination mechanism on gender statistics (e.g., technical working group, inter-agency committee)
- ✓ Use more gender-sensitive data in the formulation of policy and implementation of programmes and projects
- ✓ Re-processing of existing data (e.g., censuses and surveys) to produce more disaggregated and/or new gender statistics

- ✓ Conduct of new surveys to produce national baseline information on specialized topics (e.g., time use, gender-based violence, asset ownership, poverty, disability)
- ✓ Greater utilization and/or improvement of administrative-based or alternative data sources to address gender data gaps

Production of knowledge products on gender statistics (e.g., user-friendly reports, policy briefs, research papers)

- ✓ Development of a centralized web-based database and/or dashboard on gender statistics

Institutionalization of users-producers' dialogues mechanisms

Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)

Other

A new Project (see Q36), implemented since the beginning of 2019, aims to improve the Gender Database (GDB) currently developed by Statistics Portugal so a more comprehensive system of gender statistics and information on various dimensions of (in)equality between women and men would be available for policy users and for the whole society. This will entail reviewing, updating and enhancing the content and coverage of the GDB, taking into account the need for providing data allowing inter-regional and international comparability, monitoring policy measures defined in the Portuguese Strategy for Equality and Non Discrimination 2018-2030 – Action Plan for Equality between Women and Men, which is aligned with the 2030 Agenda, and other demands such as the SDG.

In order to achieve this main goal a three-step approach will be developed, as follows:

- Revision of the GDB through the: evaluation of existing indicators in the Statistics Portugal website that could be included in the GDB; exclusion of irrelevant indicators; identification of gaps and alternative sources, considering the need of providing a deeper geographical breakdown; development of a platform with user-friendly information (mapping of main indicators) at regional level.

- Design and implementation of a Portuguese survey on fertility, ensuring the availability of comprehensive data on the set of reasons for the low number of births in Portugal. Thus, it would be important to consider variables in the questionnaire allowing a more detailed analysis on the possible link between low fertility and gender inequalities, namely in the labour market and intra-household unbalances. Results of this survey would raise awareness on this urgent demographic problem and enlighten the

formulation of public policy accordingly in a post-crisis context. Results from the survey would subsequently feed the GDB in the domains of population statistics (and possibly work-life balance).

- Design of a Time Use Survey (TUS) in accordance with Eurostat Guidelines, allowing international comparability and comparability across time with the 1999 TUS. Considering that Statistics Portugal does not carry out a survey on this subject since 1999, the increasing need for these data, and the fact that countries are being encouraged to use new tools to conduct the new round of TUS at European level foreseen for the period 2020-2022, it would be fruitful to work in close cooperation with Statistics Norway on the analysis of the new technological developments and innovative tools, either as support to data collection (web surveys) or as new sources of data.

Considering that TUS is time consuming for the respondents and rather extensive there is a need to explore more user friendly tools in order to increase response rates and, consequently, improve data quality and responsiveness to users' needs. At the same time, the preparation of TUS shall include an analysis of complementary data sources that maybe used to spare time to the respondents and/or to better design the survey sample. Additionally, solutions concerning the (automatic) codification of activities should be analysed. Statistics Portugal and Statistics Norway may work together in order to find out the best methodological and technological solutions to apply in both countries.

Main project outputs:

1. A revised, updated and enhanced GDB of Statistics Portugal, including a platform that maps gender equality data. This database would benefit from the outputs defined thereafter.
2. Indicators from a survey on fertility that would enlighten on the subject of women and men assumptions, problems and expectations concerning parenthood and consequently the reasons for the particularly low fertility rates in Portugal.
3. A report on the most appropriate methodology and interview modes, with focus on the web surveys, to collect data on TUS, pointing out the more suitable IT solutions to be adopted on a future data collection.

38. Have you defined a national set of indicators for monitoring progress on the SDGs?

✓ Yes

No

Please, find the indicators in “Annex I”.

39. Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?

✓ Yes

Please consult the [SDG publication and tables](#).

40. Which of the following disaggregations¹⁰ is routinely provided by major surveys in your country?

✓ Geographic location

Income

✓ sex

⁹The term ‘gender-specific indicators’ is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

¹⁰As specified in A/RES/70/1, with the addition of education and marital status.

- ✓ Age
- ✓ Education
- ✓ Marital status

Race/ethnicity

Migratory status

Disability

- ✓ Other characteristics relevant in national contexts (country of birth; country of main citizenship; main activity status –self declaration).

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