

## Report - Beijing + 20

### PORTUGAL

APRIL, 2014

#### Section One: Overview analysis of achievements and challenges since 1995

a) What are the country's **three to five major achievements in the promotion of gender equality and the empowerment of women** since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly? Why are these considered to be the major achievements? Please provide evidence that supports this assessment. What has contributed to this success? Describe measures taken in terms of policies and mechanisms to maintain or build on this success.

Portugal participated actively, in 1995, in the process of construction and adoption of the Beijing Platform for Action as well as in the Future Actions and Initiatives approved in 2000. The implementation of the Platform at national and European Union levels has also been a concern for our country. Portugal participates in the development of indicators to measure the level of implementation of the Platform, developed by the EU Presidencies, and contributes to work that has been developed by the European Institute for Gender Equality.

#### Gender Equality policies

Mainstreaming Gender Equality at all levels is a political commitment, a strategy for achieving Gender Equality and is considered a requisite for good governance.

Portugal adopted several Plans for Gender Equality since 1997. Currently the V national plan for Gender Equality is in place and will run until 2017. These plans were/is based on concrete measures with indicators in order to enable further developments and measurable evaluation of the implementation of each measure by the ministries, which is a crucial step in the promotion of gender mainstreaming. In fact, the promotion of gender equality is translated into political orientations in several national policy strategic documents and the gender dimension is a transversal issue in national policies.

Under these Plans, the Commission for Citizenship and Gender Equality (CIG), the national mechanism for gender equality, plays a key role in close cooperation with all ministries which are the responsible for the implementation of the measures in its area of intervention, coordinating interdepartmental teams composed of representatives of various areas, in each Ministry.

All the Plans were subjected to an independent evaluation by an external entity. Since 2012, interim reports on the annual implementation are sent to the parliament.

## **Prevent and Combat all forms of violence against women and girls**

Another major achievement within the promotion of gender equality and the empowerment of women, since 1995, is the overall national strategy to prevent and combat violence against women and girls, including domestic violence.

In 1995, Portugal conducted a national survey on violence against women. The results of this investigation highlighted that violence against women occurred mostly in the private space (home), in particular at the level of marital relations, in most cases hidden in the private sphere of domestic space or intimate relationships. In 1999, focusing on the results from the survey, domestic violence was divided from the other gender-based violence expressions and was launched the first National Plan against Domestic Violence (Resolution of the Council of Ministers No. 55/99), confining all other expressions of gender-based violence to successive National Plans for Equality, until the IV national Plan for Equality.

Since then and through successive National Plans Against Domestic Violence, the approach to the phenomenon of domestic violence has followed, within the national level, the development of European and international guidelines in this area, building on a concerted and structured policy aimed at protecting victims, condemning perpetrators, understanding and preventing the phenomenon, training professionals and providing the country with support structures – the national network on domestic violence.

The V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 (V PNPCVDG) is based on the assumptions of the Istanbul Convention and establishes itself as a paradigm change in the national public policies to combat all forms of violation of the fundamental human rights, such as the different forms of gender-based violence, including domestic violence.

Nevertheless, we must also highlight the role of civil society organizations, which were organized since the eighties of the twentieth century as first-line organizations in direct support to women victims of violence, many of them creating support centers even before the existence of public ones.

In 2000, by Law No. 7/2000, the ill-treatment of a spouse is considered an offence in respect of which not only the victim but anyone who has knowledge of such violence can lodge a complaint and/or institute proceedings. The police are now required to inform the prosecuting authorities if they know of a case of such violence.

**The revision of the Criminal Code from September 2007 and 2013** introduced changes in what concerns domestic violence and trafficking in human beings and the revision of 2007 in female genital mutilation.

In 2013, Portugal ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence, and became the first European Union Member-state to do it.

## **Political decision making**

**A Law adopted in 2006** (Organic law 3/2006, of 21 August, amended by declaration 71/2006, of 4 October 2006) established a minimum representation of women and men in the lists of candidates for election. **It states that any list of three or more candidates, for Parliament, the European Parliament and for Local Authorities must ensure a minimum participation of 33% of each sex.** Additionally, for the Portuguese and European Parliament, the candidates' lists should not have more than two persons of the same sex successively. Candidates lists that do not comply with the rules and quotas outlined in the Parity Law<sup>1</sup> may be

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<sup>1</sup>Organic Law no. 3/2006, of the 25th of August 2006.

modified to respect the rules. If the lists are not reviewed and corrected the penalty is always the reduction of public financing of electoral campaigns. The Law was fully applied for the first time to the local, national and European elections that took place in 2009.

b) What are the **country's three to five major challenges in the achievement of gender equality and the empowerment of women** since the adoption of the Beijing Declaration and Platform for Action and the twenty-third special session of the General Assembly? Why are these considered to be the major challenges? Describe the strategy (ies) that is (are) in place to address the challenges?

Among the main challenges met in promoting gender equality and women's empowerment we can highlight the following aspects:

1. The unequal sharing of responsibilities between women and men based on gendered representations of women's and men's roles.

Portugal has a high women's full time employment rate, but women are still perceived – in private life and in the workplace – as the main care givers and they assume more responsibilities than men in this context. The relatively low level of paternity leave taken by men illustrates these gendered representations. Women are perceived by their employers and superiors as being less available for professional tasks due to family responsibilities. Maternity/paternity is still seen as a “women's issue” and paternity has not the same social value as maternity. Having children creates a bigger negative impact on women's career opportunities than on men's.

The Labour Code approved by Law No. 7/2009 of 12th February introduced several changes regarding maternity, paternity and parental leave, promoting the possibility to share the leave between the mother and the father and also increasing the length of parental leave for the fathers.

The mother and father have the right to a leave of 120 to 150 consecutive days following the child's birth, which the mother and father can share as they wish. The wages are replaced by social security subsidies that vary with the length and conditions of the leave (between 83% and 100% of the wage received).

The mother has a compulsory six-week leave after childbirth. The mother can also have a 30 days leave before childbirth, upon presentation of a medical certificate.

The father has a compulsory 10 days leave, five consecutive days after childbirth and the remaining five days, consecutive or not, within the 30 days after childbirth. The father also has an additional leave of 10 days, consecutive or not, which is not mandatory. These days must be used during the mother's initial leave.

In case of death or physical or mental incapacity of the mother, the father is entitled to a minimum of 30 days of initial license. The father is also entitled to three absences from work to accompany the mother in the prenatal sessions and the preparation for childbirth.

Self-employed workers are entitled to the same rights as the employees, including the sharing of the initial parental leave.

The mother and the father may extend the parental leave for additional assistance to the child or the adopted child until the age of six. Different modalities are foreseen, including part-time work.

A breastfeeding mother is entitled to be released from work, for two periods of one hour each, to breastfeed her child for as long as the breast feeding continues. A different regime may be agreed with the employer.

If there is no breastfeeding, and provided that both parents work, one of them has the right to be released from work to feed the baby, for two periods of one hour each, until the child is one year old. A different regime may be agreed with the employer.

For children under the age of 12, in cases of illness or accidents fathers or mothers can be absent from work up to 30 days per year or during the total period of the child's hospitalization. Fathers/mothers are also entitled to work with a flexible timetable or to work part-time. There is no age limit if the child is disabled or chronically ill.

Also, Portugal promoted the Project "Social Dialogue" aimed at tackling gender discrimination in the labour market and to promote gender equality. It was developed in partnership with social partners, public authorities, state-owned enterprises, universities, associations, research centres and nine affiliate private enterprises aiming support enterprises to implement and promote good practices in the fields of equality and non-discrimination between women and men in the labour market, the protection of maternity and paternity and the reconciliation between professional, private and family life, and enhance gender equality in the context of corporate social responsibility. There was great involvement of big enterprises in this project and it led to the production of very important products for the promotion of gender equality and the intervention in this area within the enterprises and organisations that take part in this network.

With the specific goal of making available instruments and materials to support stakeholders' who are implementing gender mainstreaming, CIG has promoted the drafting and published several guides including on reconciliation of professional, family and private life,

In October 2013 CITE conceived and developed a national campaign to promote the reconciliation of professional, family and private life under the motto "Time to have time!". . This campaign is addressed to men and women, workers, employers and general public.  
[http://www.youtube.com/watch?feature=player\\_embedded&v=9BR6iMfbp8M](http://www.youtube.com/watch?feature=player_embedded&v=9BR6iMfbp8M)

## 2. Gender Pay Gap

Women still experience vertical and horizontal segregation in the labour market. Although a positive trend is in place, a gender gap persists regarding both wages and earnings and it is wider in the

higher levels of qualification. Women do three hours more of unpaid work (housework and family care) than men<sup>2</sup>.

In Portugal, the wage gap between women and men was, in 2012, 18.5% according to the calculation methods used by the Ministry of Economy, and 15.7% according to calculations from Eurostat (based on the hourly payment). This wage gap is lower than the European Union average (16,4%).

This gender pay gap can be partially attributed to the horizontal and vertical segregation that still persists in the labour market.

The Portuguese Commission for Equality in Labour and Employment organized an Equal Pay Day in 2013 and 2014, and produced a self-reflection tool on wage equality between women and men, to be promoted among firms. This Commission is also developing an online tool, to enable companies to analyse pay and staffing structures and verify if equal pay exists between male and female employees.

Along with Labour Code, that forbids discrimination on the grounds of sex, several other acts address the issue.

A Resolution of the Council of Ministers (8th of March 2013) was adopted, determining a set of measures aimed at ensuring and promoting equality between women and men in the labour market, in particular towards the elimination of gender pay gap, promoting conciliation of work, personal and family life, encouraging the corporate social responsibility and the elimination of labour market segregation. One of these measures was the production of a report on wage differences by activity sectors, which is concluded.

More recently (7th of March 2014), was published another Resolution of the Council of Ministers that adopts several measures for the promotion of equal pay between men and women and the elimination of wage discrimination based on sex:

- State-owned companies should promote, every three years, a report on the male and female wages in order to take concrete measures to be included in the respective plans for gender equality.
- It is intended to deliver to companies an electronic tool (mentioned above) that allows, from the insertion of data on workers, evaluate the gender pay gap and identify concrete situations of wage differences between women and men which cannot be explained by objective factors.
- The discussion about the wage differences will be promoted among the social partners.
- Finally, the Resolution determines that one of the criteria in evaluation for selecting applications for European Structural Funds is the greater wage equality between women and men.

3. Another challenge is to increase the number of Women's in economic decision-making.

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<sup>2</sup> Source: Time Use Survey, 1999

The share of women as members of the management board in the largest quoted companies was 9% in 2013.

To promote women's access to Boards of Directors, the Portuguese Government adopted in 2012 a Resolution of Council of Ministers to increase, in the public and private sectors, the participation of women in the management bodies of the companies. Public companies must adopt plans for equality and the resolution recommends the adoption of an identical procedure to the private sector.

The approval of the Decree-Law No. 133/2013, of 3 October, laid down the principles and rules applicable to the public sector companies. This Decree-Law provides the following measures:

- The administration and supervision bodies of State-owned enterprises must have as objective the plural presence of men and women in their composition;
- Public companies must implement goals of social and environmental responsibility, namely the promotion of equality and non-discrimination.
- Public companies must adopt equality plans in order to achieve an effective equal treatment and opportunities between men and women, to eliminate discrimination and to promote the reconciliation of professional, family and personal life.

Also, in the Fifth National Plan for Gender Equality (2014-2017), Strategic Area 3 on Economic Independence, Labour Market and Organisation of Professional, Family and Personal Life, foresees 3 measures aiming:

- 41) To strengthen the implementation of plans for equality in private companies.
- 42) To monitor the enforcement of the legal regime of the State enterprise sector regarding the implementation of plans for equality and the representation of women on boards.
- 43) Use the representativeness of women on boards of companies as decision criterion in the selection of projects applying for funding under the Cohesion policy.

#### 4. Women's access to political decision-making continued registering a slow progress at local level.

In a universe of 308 municipalities there are 23 led by women, which corresponds to 7.5%. This value remains in line with the results of two previous local elections: 7,5% in 2009 e 7,8% in 2005.

The adoption and implementation of equality plans at the local level has been promoted, which among other objectives aim to improve women's representation in decision-making in local authorities.

#### 5. A low degree of gender awareness continues to prevail within the Public Central Administration structures and among decision-makers. Because legal measures have been designed to deal with discrimination, decision-makers still tend to deny the need for a gender assessment, which would

expose the causes and factors leading to perpetuate gender-based inequalities. More than having reached the phase of mainstreaming gender equality in all policy areas, it can be said that Portugal has striven for setting up some of the main prerequisites for gender equality mainstreaming.

Gender mainstreaming is a process that has proven sometimes difficult to be put consistently into practice. The present Government however shows a strong political will to make it work.

The commitment to mainstream gender in all government activities, namely, in all policies implemented at the Central and Local levels of Public Administration, is translated in the adoption of Plans for Gender Equality, in the institutionalization of Ministerial Equality Advisers and teams in each Ministry and in the progressive celebration of Protocols with municipalities.

c) What **setbacks/reversals in progress towards gender equality and the empowerment of women have been experienced since the adoption of the Beijing Declaration and Platform for Action** and the twenty-third special session of the General Assembly (if different from those already identified in b)? What were the major factors that caused the setbacks? What mitigation measures or other actions, if any, have been implemented to counter the setbacks?

N.A.

d) What have been the main **constitutional, legislative and/or legal developments in the promotion of gender equality and the empowerment of women**? What laws and/or regulations remain in place (or have been introduced) that could have adverse effects on promoting gender equality and the empowerment of women in the country?

**Constitution:** 1976, with the successive amendments.

Excerpt from the fundamental rights catalogue of the Constitution Article 13: Right to Equality "(...) reinforces the equality principle: Article 9 now identifies promoting equality between women and men as one of the State's fundamental responsibilities and explicitly authorizes the adoption of positive action measures. It recognizes the right of every person, in the framework of the Rights, Liberties and Guarantees, to legal protection against all forms of discrimination (article 26-1), recognizes the right for all workers, of either sex, in the framework of their fundamental rights, to organize their work so as to reconcile their professional and family life (article 59-1-b). Its article 109 on the political participation of citizens, states that "the direct and active participation of men and women in political life constitutes the condition and the fundamental instrument to consolidate the democratic system, in line with the law promoting equality in the exercise of civic and political rights and non-discrimination on the grounds of sex in access to political posts."

**1996** - Decree-Law No. 3-B/96, of 26 January, creating the High Commissioner for the Promotion of Equality and Family.

**1997** - Council of Ministers Resolution No. 49/97, of 24 March, approving the *First Global Equality Plan*.

- Law No. 90/97, of 30 July, extending periods for non-criminal voluntary interruption of pregnancy.

**1998** - For the first time in Portugal, two referendums were held: one on the abortion's decriminalization and another on regionalization, with the "No" vote winning in both cases.

- Law No. 18/98, of 28 April, made certain amendments to Law No. 4/84 of 5 April, extending maternity leave to 110 days up to 31 December 1999, and to 120 days thereafter.

**1999** - Council of Ministers Resolution No. 55/99, of 15 June, approving the *National Plan against Domestic Violence*.

- Law No. 107/99, of 3 August, which establishes the general framework of the shelters for women victims of violence public network, making the State responsible, through the Government, for their creation, settlement, management and maintenance.

- Law No. 174/99, of 21 September, which approves the military service Law, not establishing any differences between “citizens of the female sex and of the male sex”.

- Decree- Law No. 474-A/99, of 8 November, approving the Organic Law of the XIV Constitutional Government, which creates a Minister of Equality, in the Presidency of the Council of Ministers, who “shall exercise the powers that may be delegated by the Council of Ministers or by the Prime Minister”. The same Decree- Law abolishes the High Commissioner for the Promotion of Equality and Family.

**2000** - As a result of the change in the government’s structure, introduced by Decree- Law No. 267-A/2000, of 20 October, the Minister of Equality post was abolished.

**2001** - By Decree of the President of the Republic No. 34-F/2001, of 4 July, a Secretary of State for Equality was appointed. As a result of the government’s structure change in 2002, the Presidency of the Council of Ministers ceases to include the Secretary of State for Equality.

**2002** - Decree of the President of the Republic No. 15/2002, of 8 March, ratifying the Optional Protocol to the Convention on the Elimination of all Forms of Discrimination against Women, adopted in New York on 6 October 1999, is approved for ratification by Parliament Resolution No. 17/2002, on 20 December 2001, published on 8 March 2002.

**2003** - Council of Ministers Resolution No. 88/2003, of 7 July, approving the Second National Plan against Domestic Violence.

- Council of Ministers Resolution No. 184/2003, of 25 November, approving the Second National Plan for Equality.

**2004** - Constitutional Law No. 1/2004, of 24 July, makes the sixth revision of the Constitution. The amendments to the text include the possibility of transposing, into Portuguese Law, treaties provisions governing the European Union as well as rules issued by its institutions, provided certain conditions are observed; the reference to sexual orientation in the principle of equality’s legal provision; and the insertion of the State’s responsibility in the promotion of work and family life reconciliation.

**2006** - Council of Ministers Resolution No. 64/2006, of 18 May, making the second amendment to Council of Ministers Resolution No. 82/2005, of 15 April, which approved the 14th Constitutional Government’s Council of Ministers’ Rules of Procedure (rectified by Declaration of Rectification No. 31/2006, of 12 June).

- Accordingly, bills submitted for the Council of Ministers' consideration must be accompanied by an explanatory memorandum on its gender impact assessment, when the subject's nature has implications for gender equality; it further states that in legal documents the specification of gender should be neutralized or minimized by employing inclusive or neutral forms, namely by using non-specific terms or invariable pronouns.

- Organic Law No. 3/2006, of 21 August, the Parity Law, establishing that the candidates' lists for Parliament, the European Parliament and the local authorities shall ensure a minimum representation of 33% of persons of each sex.

**2007** - European Year of Equal Opportunities for All. The mission structure for the implementation of the year was coordinated by the Commission for Equality and Women's Rights (now Commission for Citizenship and Gender Equality) President.

- Law No. 5/2007, of 16 January (Law on Physical Activity and Sports), stating that everyone, regardless of their sex, has the right to physical activity and sport and that the practice of sport shall contribute to the promotion of balanced and non-discriminatory situations between women and men.

- Law No. 16/2007, of 17 April, which decriminalizes the voluntary interruption of pregnancy if carried out at the woman's decision in the first ten weeks of pregnancy.

- Decree- Law No. 164/2007, of 3 May, approving the Commission for Citizenship and Gender Equality (Comissão para a Cidadania e a Igualdade de Género - CIG) organic structure, whose mission is to guarantee the implementation of public policies in connection with citizenship and the promotion and protection of gender equality (see chapter "Commission for Citizenship and Gender Equality").

- Council of Ministers Resolution No. 81/2007, of 22 June, approving the First National Plan against Trafficking in Human Beings (2007-2010).

- Council of Ministers Resolution No. 82/2007, of 22 June, approving the Third National Plan for Equality – Citizenship and Gender (2007-2010).

- Council of Ministers Resolution No. 83/2007, of 22 June, approving the Third National Plan against Domestic Violence (2007-2010).

- Council of Ministers Resolution No. 86/2007, of 3 July, approving the National Strategic Reference Framework (NSRF) for 2007-2013. This is a strategic document that frames the implementation in Portugal of economic, social and territorial development policies through the structural and cohesion funds associated with the European Union's cohesion policy. The basic aim of its Priority Axis 7 – "Gender Equality" – is to spread a culture of equality through gender mainstreaming strategies in education and training, equal opportunities in access to and participation in the labour market, reconciliation of work and family life, prevention of gender violence and promotion of efficient public policy instruments to promote gender equality and empowerment of relevant stakeholders to pursue them.

**2008** - Council of Ministers Resolution No. 70/2008, of 22 April, approving strategic guidelines for the state enterprise sector. Its intent is to "design and implement human resource policies aimed at valuing the individual, strengthening motivation and stimulating an increase in employee productivity in a context of

balance and strict control of associated costs, compatible with the size and the company's economic and financial situation, and to design and implement plans to promote equal treatment and opportunities for men and women, eliminate discrimination and reconcile personal, family and work life.”

- Council of Ministers Resolution No. 161/2008, of 22 October, which adopts cross-over gender mainstreaming measures in the Public Administration and approves the status of equality advisers and members of the interdepartmental teams for equality.

- Law No. 61/2008, of 31 October, stating that divorce may be by mutual consent or without the consent of one of the spouses.

**2009** - By Decree of the President of the Republic No. 105/2009, of 31 October, a Secretary of State for Equality was appointed.

- Law No. 112/2009, of 16 September, establishing the legal framework for preventing domestic violence and protecting and assisting its victims.

- Law No. 7/2009, of 12 February, which revises the Labour Code and in general terms presents the legal framework for the protection of parenthood.

- Law No. 60/2009, of 6 August, which establishes the framework for sex education at schools. This law is monitored every year and the reports are sent to the National Parliament.

**2010** - Law No. 26/2010, of 30 August, amending the Code on Criminal Proceedings (among other measures, it alters the concept of violent crime so as to include the crime of domestic violence).

- Law No. 9/2010, of 31 May, allowing civil marriage between persons of the same sex.

- Resolution of the Council of Ministers n.º 94/2010, 29<sup>th</sup> November, which approves the II National Action Plan against Trafficking in Human Beings (2011-2013).

- Resolution of the Council of Ministers n.º 100/2010, 17<sup>th</sup> December, which approves the Fourth National Plan against Domestic Violence (2010-2013).

**2011** - Resolution of the Council of Ministers n.º 5/2011, 18<sup>th</sup> January, which approves the Fourth National Plan for Equality - Gender, Citizenship and Non Discrimination (2011-2013).

Law No. 7/2011, of 15 March, Gender Identity Law, establishing that the procedure for changing the sex and forename entry in the births, marriage and deaths registry.

- By Decree of the President of the Republic No. 54-D/2011, 1<sup>st</sup> Supplement of 28 June, a Secretary of State of Parliamentary Affairs and Equality was appointed.

- Assunção Esteves was elected as President of the National Assembly of the XII Legislature, with 186 votes, 41 blank ballots and 1 null ballot. It is the first woman to hold the position of President of the Assembly of the Republic, the second figure of the Portuguese State (Official Journal of the National Assembly No. 2 of 22 June).

**2012** - Regulatory Decree No. 1/2012, of 6 January, approves the internal reorganization of the Commission for Citizenship and Gender Equality, which aims to ensure the implementation of public policies in the field of citizenship and the promotion of equality between women and men, in particular by promoting actions aimed at the civic awareness regarding the identification of situations of discrimination and of forms to eliminate them.

- Council of Ministers Resolution No. 19/2012, of 8<sup>th</sup> March, aims to increase the representation of women in decision-making positions in State-Owned companies, particularly on boards and supervisory bodies, and states that the companies should adopt Equality Plans. Also, the Resolution recommended that private companies should approve equality plans. The State-owned enterprise sector companies must report, every six months, to the member of the Government responsible for gender equality on the result of the measures implemented. Regarding private sector companies, and although the Resolution only recommends the adoption of plans for equality and self-regulation measures, it is also the government's intention to monitor improvements in women's representation in their supervisory and executive boards.

- By Decree of the President of the Republic No. 153-A/2012, of 12 October, Joana Marques Vidal was appointed Attorney General. She became the first woman to lead the Attorney General's office.

- Active measures of employment gave increased financial support (60% of the monthly remuneration of the worker) to the recruitment of women with low qualifications (Medida Estímulo 2012, Order 45/2012, 13<sup>th</sup> February).

**2013** – Resolution of the Council of Ministers 13/2013, 8<sup>th</sup> March, which establishes measures to ensure and promote equality of opportunity and results between women and men in the labour market, in particular towards the elimination of wage differences, promoting conciliation between professional and personal and family life, encouraging the deepening of corporate social responsibility, the elimination of segregation in the labour market and other discriminations;

- Medida Estímulo 2013, Order 106/2013, 14<sup>th</sup> March: this new measure increased financial support (60% of the monthly remuneration of the employee) for hiring low-skilled women and workers from the less represented sex in sectors of activity gender stereotyped. This measure also provides a more favorable regime for the unemployed responsible for single parent family.

- Similar measures were also approved for combating specifically seasonality problems in Algarve region.

- Victims of domestic violence have priority at the Institute of Employment and Vocational Training, in particular with regard to registration, participation in technical assistance and integration in active employment measures aimed to facilitating access to the labor market and to employment, training and job offers.

- Amendments to the Penal Code, namely article 152<sup>o</sup> (domestic violence) extension of the type of crime of domestic violence, which will now also cover dating relationships, although without cohabitation and article 240.<sup>o</sup> (Racial, religious or Sexual discrimination) introduction in a) of paragraph 1 and a), b) and c) of paragraph 2 of the criminalization of discrimination based on gender identity.

- Resolution of the Council of Ministers no. 101/2013, 31<sup>st</sup> December, which approves the III National Action Plan to Prevent and Combat Trafficking in Human Beings 2014-2017 (III PNPCTSH).

- Resolution of the Council of Ministers no. 102/2013, 31st December, which approves the V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 (V PNPCVDG). This includes the III Program of Action for Prevention and Elimination of FGM (2014-2017).

- Resolution of the Council of Ministers no. 103/2013, 31st December, which approves the V National Plan for Gender Equality, Citizenship and Non Discrimination 2014-2017 (V PNI).

**2014** - Recent legislation has integrated unemployed victims of domestic violence in specific programs for employment (Orders 20-A/2014 and 20-B/2014, 30th January).

- On the 7 March , was published another Resolution of the Council of Ministers that adopts several measures for the promotion of equal pay between men and women and the elimination of wage discrimination based on sex. This Resolution provides that the state companies promote, every three years, a report on the male and female wages in order to take concrete measures to be included in the respective plans for gender equality. It is intended also to deliver to companies an electronic tool that allows, from the insertion of data on workers, evaluate the gender pay gap and identify concrete situations of wage differences between women and men which cannot be explained by objective factors. Another measure consists of leading the discussion about the report on wage differences by branch of activity, produced last year, among the social partners.

e) What is the approximate **share of the national budget that is invested in the promotion of gender equality and the empowerment of women**? Describe efforts to increase and track national planning and budgetary allocations related to achieving gender equality and empowerment of women, in preparation of development plans and budgets at national, regional/provincial and local levels.

In 2009, CIG's Budget amounted to 6.591.600€, about 0,004% of the State Budget. In 2010, it increased to 6.662.610€, about 0,004% of the State Budget. In 2011, it was cut to 6.118.841€, representing 0,0032% of the state budget and, in 2012, it decreased to 4.503.509,00€, about 0,0022% of the state budget. In 2013, in the context of the economic difficulties and budgetary cuts that all sectors of public administration are facing, the Government approved a Budget of 4.836.337€ for CIG, which represents an increase by 7,39% comparing to the budget approved for 2012.

According to Governmental Decisions 6/2012, of 3<sup>rd</sup> January, and 327/2012, of 18<sup>th</sup> October, a percentage of the global value of the net income obtained from the State Owned Games and Bets managed by the *Santa Casa da Misericórdia de Lisboa* is assigned to the Office of SEAPI. This funding is intended to supporting priority actions and programmes for combating Domestic Violence and promoting other activities in the field of citizenship and gender equality. The amounts were the following:

2012 - 1.895.098,68€

2013 - 2.123.239,53€

The budget for the promotion of gender equality policies has been reinforced for the period ranging from 2007 to 2013. An autonomous area of the Structural Funds was specially created to finance the promotion of gender equality under the Operational Programme for the promotion of the Human Potential (POPH), which is one of the 3 programmes developed under the Portuguese National Strategic Reference Framework (QREN) 2007-2013. Gender Equality is also, for the first time, present in the Agenda for Competitiveness, in particular in the

Operational Programme for Competitiveness (POFC). Female entrepreneurship is considered a factor of innovation and relevant for Portuguese economic development.

In POPH and for the first time in Portugal there is a specific funding line (axis VII out of IX) with a total funding of 83 million euros distributed among 7 different typologies (to be applied in the course of 5 years): Entrepreneurship, Association and Business Networks ran by women; Implementation of Equality Plans in Local and Central Administration as well as Public and Private sector; Technical and financial support to NGO's and Training projects for strategic audiences; Conception, development and evaluation of databases, diagnosis and good practices guides; Campaigns to raise awareness and promote gender equality as well as to combat gender-based violence; Integrated intervention to combat domestic violence and trafficking in human beings.

These 7 typologies included in the (POPH) are aimed at developing the capacity of national public institutions and civil society organizations, including women's organizations. Several of these Programmes are managed by the Commission for Citizenship and Gender Equality (CIG), who has a specific mechanism in place for this purpose.

f) What mechanisms are in place for regular dialogue between Government and civil society? If mechanisms are in place, briefly describe them. Do **non-governmental organizations, including civil society organizations, women's organizations, academia, faith-based organizations, the private sector and other actors participate formally in the mechanisms established to monitor and implement the Beijing Declaration and Platform for Action?** If no, what are the main obstacles preventing the establishment of such mechanisms?

The relationship of interdependence between the State and civil society organizations is clear and very positive.

The meetings of the Consultative Council of CIG, held regularly and chaired by the member of Government in charge of CIG, are a central forum for the coordination of gender equality policies and for collaboration with the main stakeholders in the field of gender equality, citizenship and human rights. The Consultative Council of the CIG gathers the Inter-ministerial section, the section of Non-governmental Organisations, and a group of experts in gender equality.

The Inter-ministerial section comprises representatives of each line Ministry and Services that work as gender focal points in their respective areas with the aim of mainstreaming gender equality into all policies and to whom is given the status of Gender Equality Advisers (Council of Ministers' Resolution nº161/2008); the section of Non-governmental Organisations is composed by 40 NGO's, 25 of which are women's associations and NGO's working in the field of gender equality and 15 working in the areas of citizenship and human rights.

It works as a forum of exchange of information and discussion on gender equality policies and activities implemented by CIG and its stakeholders. The involvement of the State Secretary for Parliamentary Affairs and Equality in the meetings has provided a higher political commitment in this area.

The Civil Society participated in the public consultation during the elaboration of the new National Plans on Gender Equality, Domestic and Gender-based violence, trafficking in human beings and Female genital mutilation.

A Portuguese National Human Rights Committee was established in April 2010 following a commitment expressed by Portugal during its first UPR, in December 2009. The PNHRC is chaired by the Ministry for Foreign Affairs and includes the representatives from the following Departments: Defence; Internal Administration; Justice; Economy; Environment, Territorial Planning and Energy; Agriculture and Sea; Health; Education and Science; Solidarity, Employment and Social Security; Culture; Media; Immigration and Intercultural Dialogue; Citizenship and Gender Equality; Sports and Youth; Statistics. Both the Ombudsman (Portugal's National Human Rights Institution) and the Prosecutor General's Office have a standing invitation to attend all PNHRC meetings and to participate in its work.

The PNHRC is responsible for intergovernmental coordination with the aim of promoting an integrated approach to human rights policies. Its goal is to facilitate discussion, coordination and information-sharing on human rights issues, inter alia developments in the international agenda, position of Portugal in international fora, elaboration of national reports, implementation of international recommendations and of annual action plans.

The Committee meets at least three times a year at plenary level. In addition, meetings take place at Working Group level. The PNHRC meets on a regular basis **with civil society representatives**, both at plenary and working group levels.

The establishment of the Portuguese National Human Rights Committee enhanced coordination and information sharing on Human Rights issues within the Portuguese Public Administration and strengthened dialogue and consultations with civil society.

Furthermore, Portugal always consults civil society representatives Portugal before submitting its national reports to the UN Treaty Bodies.

Portugal also actively encourages civil society representatives to submit their own reports on the human rights situation to the UN Treaty Bodies.

**g) What main in-country, bilateral, sub-regional and/or regional cooperation is the country engaged in to support sharing of knowledge and experiences in the monitoring and implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly? What results have been achieved through such efforts and what lessons have been learnt? What is the perceived value of the cooperation? In what ways could cooperation be improved to strengthen sharing of knowledge and experiences in implementation of the Beijing Declaration and Platform for Action?**

At European level, and following the UN Fourth World Conference on Women in Beijing 1995 and in conformity with the conclusions of the Madrid European Council (15-16 December 1995), annual reviews of implementation in Member States of the Beijing Platform for Action have been undertaken by the European Union Presidencies. The follow-up process has uncovered a need for a more consistent and systematic EU monitoring and assessment of the implementation of Beijing Platform for Action.

The promotion of gender equality and women's empowerment constitutes an objective and a guiding principle of Portuguese development strategies. It is our understanding that the progress in all the other MDGs cannot be achieved without a serious investment in the empowerment of women. With this in mind, Portugal has been developing an approach that includes: (i) the promotion of gender equality in the political dialogue with partner

governments, and (ii) a twin-track approach consisting of gender specific deliverables in bilateral programme and projects and temporary special measures. Priority is given to enhance the social role of women, their equal participation in political decision-making and economic security, focussing on access to water and sanitation, food security, economic opportunities and the financial markets. Special attention is also provided to the specific impacts of climate change on women's lives, as well as to the promotion of their sexual and reproductive health and rights and education.

Portugal approved a national development co-operation strategy on gender, developed as a sectorial guideline. In this context, and together with the relevant national developments, Portugal has been deeply committed to enhance coordination and harmonisation of efforts in order to improve effectiveness and impact in the political dialogue with partner countries on gender equality, namely in the elaboration and follow-up of the Bilateral Indicative Co-operation Programmes.

In what concerns gender specific deliveries in bilateral programmes and projects, several initiatives in key sectors such as health, education or social and communitarian development have successfully been implemented.

Portugal has been strengthening its commitments on gender equality and the empowerment of women in the field of foreign policy and more particularly as regards development cooperation, with emphasis on cooperation with the countries of the Community of Portuguese Speaking Countries (CPLP) – Angola, Brazil, Cape Verde, Guinea-Bissau, Mozambique, Sao Tome and Principe and Timor-Leste.

In the area of HIV/AIDS it is well known that existent gender inequalities in the relationships are a common trait by diminishing the power of women and girls to decide on safe sex and putting mainly on them the responsibility for caregiving in this context. It is therefore our strong belief that the adoption of a gender dimension in the area of sexual and reproductive health and rights is needed in order to increase the empowerment of women and girls. Along this line, during the summit of the Community of Portuguese Speaking Countries (CPLP), held in Lisbon in July 2008, this principle was recognised and resulted in campaign in all the CPLP countries aimed at promoting the use of feminine condom as a means to empower women in the prevention of HIV/AIDS.

Portugal organised the Second Meeting of Ministers Responsible for Gender Equality from the Community of Portuguese Speaking Countries (CPLP), which took place in Lisbon the 3rd and 4th of May 2010. A resolution was signed by them where they agreed, among others, to mainstream gender systematically In planning, budgeting, drafting, implementation follow up and evaluation of all legislation and the national policies of their Member States, and in all policies, strategies, projects and programmes of bilateral and multilateral cooperation developed in the frame of the Community of Portuguese Speaking Countries. They also decided to appoint focal points for Gender Equality and the Empowerment of Women by the Community of Portuguese Speaking Countries and to draft and adopt a Strategic Plan for Cooperation in the area of Gender Equality and the Empowerment of Women and the respective action Plan.

This Strategic Plan for Cooperation in the area of Gender Equality and the Empowerment of Women was adopted at the VIII Conference of Heads of State and of Government held in Luanda, Angola the 23rd of July 2011.

Among the main outputs expected from this Conference were: the consolidation of a gender equality agenda in the CPLP; the creation of a Strategic Plan and an Action Plan for gender equality in the CPLP; the adoption of

a regular framework of meetings involving political and technical decision-makers in the CPLP; the promotion of the adoption of gender equality legislation in the CPLP Member states; the consolidation of a reinforced cooperation in the UN; the creation of joint technical and political cooperation programs and the adoption of a Regulation of the Conference of Ministers Responsible for Gender Equality.

Also, Portugal participated actively in the third Meeting of Ministers Responsible for Gender Equality from the Community of Portuguese Speaking Countries (CPLP), which took place in Mozambique in February 2014.

Issues such as the reinforcement of mechanisms for gender mainstreaming; the achievement of the ODM and other internationally agreed human rights commitments, including gender equality commitments; female entrepreneurship and the eradication of poverty; gender equality policies; articulation for the implementation of UNSC Resolutions on “women, peace and security”; violence against women and trafficking in human beings; FGM; HIV/AIDS and the empowerment of women, were discussed.

Portugal also participated in several projects regarding criminal justice with Italy and Brazil, and has bilateral agreements with several countries, having immigration liaison officers in 9 countries: Mozambique, Angola, Cape Verde, S. Tomé and Príncipe, Brazil, Guinea-Bissau, Senegal, Ukraine and Russia. Portugal has also provided training for State officials, such as police forces, psychologists, social workers and others, from Angola and Mozambique as part of this cooperation.

At the 1st meeting of "CPLP" (Portuguese-Speaking Countries Community) Interior Ministers, on the 9th April 2008, the participating countries adopted the "Lisbon Declaration", which calls for increased efforts against trafficking and proposes the establishment of an Observatory on Migration Flows.

Portugal ratified the Council of Europe Convention against Trafficking in Human Beings in January, 14, 2008.

The **National Strategy of Education for Development** (2010-2015) was prepared by a working group composed by actors from the Public Administration, including from the national mechanism for gender equality, and NGOs, and was adopted in 2009. It responds to gender concerns, shares the values and principles of the education for gender equality and integrates among its main principles the fight against gender stereotypes.

h) How, and to what extent, have the Millennium Development Goals (MDGs) overall, and in particular the **gender-related MDGs, facilitated or strengthened the implementation of the Beijing Declaration and Platform for Action?**

The Portuguese Government is actively engaged in developing national policies and strategies in the area of Gender Equality and the Empowerment of Women, which is understood as a goal in itself but also as a means and a condition to achieve all the other MDGs.

Development policy is an integral part of the Portuguese foreign policy and it is oriented by the international efforts to reduce global poverty, having the objectives and goals laid down in the Millennium Declaration at the core its strategy. In this context, Portugal has adopted an integral and broad-ranging vision of development, which requires increased coordination efforts at the national level, as well as with partner countries and with other donors (bilaterally and multilaterally), so as to deliver more efficient aid and to assist partner countries to accelerate their progress towards meeting the Millennium Development Goals (MDGs).

The geographic focus of Portuguese aid is on the Portuguese-speaking African countries and Timor-Leste. The historical and cultural ties have brought about the development of an institutional and legal framework similar to the Portuguese one in partner countries, which makes it easier to capitalise on Portugal's comparative advantages in relation to other donors – language and know-how – not just geographically but at the sectoral level as well. Portugal is also one of the international donors with the greatest geographical concentration of aid. The Portuguese Development Co-operation strategy has been designed with the goal of avoiding dispersion of resources and improving an integrated system, for the sake of more rationality, efficiency and effectiveness of aid.

Regarding the most relevant intervention sectors, Portuguese Co-operation's priorities have been streamlined along two fundamental criteria: (i) partner countries' needs, as identified in their national development strategy documents, and (ii) the specific added value of Portuguese Co-operation, bearing in mind the division of labour and complementarity amongst donors. Based on the principles of sector concentration and reinforcing the MDGs, efforts are also made towards increasing focus on education, health, professional training and institutional capacity building, from a perspective of sustainable development and poverty reduction.

The Ministry for Foreign Affairs (MFA) plays the leading role within the Government, with the responsibility to coordinate all activities regarding development co-operation policy planning and formulation. Portuguese Co-operation is structured according to a decentralised implementation model and the main actors include several entities from the central Administration, the local Administration, including city councils and municipal associations, Civil Society Organisations (CSOs) such as Development NGOs (DNGOs), as well as foundations, universities and research institutions. The Portuguese Development Agency, Instituto Camões, is the central organ of Portuguese development co-operation responsible for the supervision and coordination of all development aid programmes and projects financed and implemented by State bodies and other public entities. Instituto Camões is also responsible for the centralisation of information concerning projects promoted by private entities.

At the international level, Portugal has subscribed to and promoted the international commitments regarding Policy Coherence for Development in various fora, particularly within the framework of the European Union (EU), the Organisation for Economic Co-operation and Development (OECD) and the UN. The other concern on this topic is the promotion of coherence with partner countries development policies. Portugal adopts multi-annual country-based programming strategies which are the sole guiding documents framing bilateral co-operation. One of the goals of this multi-annual programming is to make it possible to provide information to partner countries on the expected financing for projects that have undergone prior negotiation, so that these amounts can be inscribed into their State Budgets.

Finally, policy coherence is a key instrument towards aid effectiveness, which guides Portuguese Development Co-operation efforts towards a greater concentration of aid, the rationalisation of aid flows and the implementation of a results-based management system, in order to increase Portuguese Co-operation's effectiveness and improve the impact of its development assistance. The principles of ownership, alignment, harmonisation, management for results and mutual accountability are fundamental in the definition of Portuguese development co-operation policies. Capacity-development and triangular co-operation at the service of MDG fulfilment, based on a regular and transparent dialogue with partners, are examples of these policy choices.

## Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

a) What is the status of progress in **each of the twelve critical areas** of concern and their strategic objectives, and relevant sections of the outcomes of the twenty-third special session of the General Assembly? Please provide concrete supporting evidence, including statistical data and other relevant sources. Has any of these areas been supported by legal measures, national policies, strategies, plans, programmes and/or projects developed and implemented since 2009? Please provide examples of such measures. Were these measures monitored in the relevant areas? Please provide statistical data and assessments on the results achieved through these measures.

### Critical Area A - Women and poverty

The poverty phenomenon used to affect women in particular. But, over the last decade, poverty and gender gap between men and women at risk of poverty have decreased. In 2008, the incidence of poverty among women was 19.1%, which fell to 18.4% in the following year, remaining stable since then. Among men, poverty rate was 17.9% in 2008 and 17.6% in 2011. In 2012, poverty rate was 18,7% (total), 18,8% (men) and 18,6% (women).

Although employment is the most relevant factor in reducing the risk of poverty, having a job is not always sufficient protection from the risk.

The Social Insertion Income<sup>3</sup> (RSI) covers more women than men, reflecting the more precarious situation of women. In 2013 there were 360.153 RSI beneficiaries, 174.991 of which were women (51.4%). (in 2012 of 420.022 beneficiaries, 51.9% were women; the benefit conditions changed and the access is now more restricted) This is a benefit included in the welfare sub-system and in a social insertion programme granting people and their families the support to help meet their basic needs and to promote their gradual insertion into society, the labour force and the community.

Women are the largest beneficiaries of the main anti-poverty schemes in Portugal.

#### Social Security beneficiaries of Social Insertion Income: total and by sex

	RSI beneficiaries according to sex		
	Total	Males	Females
<b>2009</b>	486.812	228.717	258.095
<b>2010</b>	526.382	249.665	276.717

<sup>3</sup> Implemented since 1997, the aim of the RSI is to reduce extreme poverty through the reduction of the poverty intensity of the most vulnerable sectors of the population. It consists of both a special allowance provided by the solidarity subsystem and a compulsory social integration programme. The value of the RSI benefit is indexed to the value of the Social Pension.

2011	448.107	214.099	234.008
2012	420.022	201.987	218.035
2013	360.372	175.140	185.232

Data Source: II/MTSS Source: PORDATA

## SOCIAL SECURITY

The number of social security beneficiaries, in December 2013, by type of pension and sex, was as follows:

Type of Pension	Women N.º	Men N.º	Female rate (%)
Invalidity	128 759	138 121	48,2
Old Age	1 069 486	949 342	53,0
Survivor's	584 387	131 425	81.6
<b>Total</b>	<b>1 782 632</b>	<b>1 218 888</b>	<b>59.4</b>

Source: Social Security Statistics.

## Critical Area B – Education and Training of Women

The State recognises the right of everyone to education and culture (Article 73 of the Constitution), as well as to schooling (Article 74 of the Constitution). **Basic schooling** is compulsory in Portugal, lasting twelve years, from 6 to 18 years of age. Compulsory education comprises primary education (first cycle: first to fourth grade; and second cycle: fifth to sixth grade); lower secondary education (third cycle: seventh to ninth grade); and secondary education comprises three more grades (tenth to 12<sup>th</sup>). It offers four basic types of courses: scientific and humanities courses (intended mostly for those wishing to pursue higher education); technological courses; specialized artistic courses; and professional courses.

There are several options for those wishing to pursue **post-secondary education**, including non-higher technological specialisation courses (CET), and higher education, in polytechnic institutes and universities (both public and private). Non higher education is coordinated by the Ministry of Education. Basic schooling is free in public schools.

According to data from the *2011 Census*, the population with higher education has almost doubled in the last decade, from 674,094 people (2001), who held a university degree, to 1,262,449 (2011). Of this total, 61% are women, representing 14% of the female population.

### Education

In 2012, the education level completed for the population aged 15+ was as follows:

Education level completed	Men (%)	Women (%)	Total (%)	Female participation rate (%)
None	6.1	13.3	9.9	70.3

1 <sup>st</sup> Cycle	25.9	24.0	24.9	50.3
2 <sup>nd</sup> Cycle	15.1	10.1	12.5	42.2
3 <sup>rd</sup> Cycle	22.6	18.6	20.5	47.2
Secondary and Post-Secondary	17.8	17.8	17.8	52.2
Higher	12.5	16.2	14.4	58.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>52.1</b>

Source: Statistics Portugal. Employment Statistics, annual results.

Proportion of women graduates in the tertiary education, by field of education (in percentage, 2011)		
Field of education	Women graduates	% of women
Education	6313	81.5
Humanities and Arts	4253	60.3
Social sciences, business and law	16295	62.4
Sciences, Mathematics and Computers	3342	55.1
Engineering, manufacturing and construction	4791	31.2
Agriculture	808	57.4
Health and welfare	14034	78.9
Services	2752	49.5
<b>Total</b>	<b>52588</b>	<b>60.4</b>

Source: Education Statistics 2010/2011, Directorate-General of Education and Science Statistics

*Note: As mentioned before, women is quite well represented in the population group with higher education (60.4%) and in this table we can observe that this good representation is generalized in almost all areas except for the one related to engineering, manufacturing and construction where the share is 31.2% for women and 69.8% for men.*

#### Illiteracy rate, according to the Census: total and by sex

Years	Proportion - Proportion - %		
	Sex		
	Total	Males	Females
2001	9,0	6,3	11,5
2011	5,2	3,5	6,8

Data Sources: INE - 10th to 15th General Population Census

Source: PORDATA Last updated: 2013-05-27

#### PhDs: total and by sex

Years	Sex		
	Total	Males	Females
2009	1.595	774	821

2010	1.666	756	910
2011	1.845	823	1.022
2012	2.209	1.013	1.196

Data Sources: DGEEC/MEC - RENATES

Source: PORDATA

## Training

Place of residence (NUTS - 2002)		Lifelong learning (Series 2011 - %) by place of residence (NUTS - 2002) and Sex; Annual		
		Reference period of data		
		2013		
		Sex		
		MW	M	W
		%	%	%
Portugal	PT	9,8	9,5	10,1
Continent	1	9,9	9,6	10,2
Autonomous Region of Azores	2	7,1	7,6	6,7
Autonomous Region of Madeira	3	9,2	8,6	9,8

Source: INE, Labour force survey - Lifelong learning (Series 2011 - %) by place of residence (NUTS - 2002) e Sex; Annual

## Critical Area C - Women and Health

The right to the protection of health is guaranteed by the Constitution (Art. 64) and ensured, inter alia, through a universal and general National Health Service (NHS) which, taking into account the economic and social circumstances of people, shall be by tendency free. It is composed by hospital facilities, local health units, health centres and health centre groups, under the responsibility of the Ministry of Health. Small fees are paid by persons who resort to the NHS, although some categories of persons benefit from reductions thereof (eg. the elderly) and others are exempt (eg. pregnant women and recent mothers, children up to 12 years, unemployed, persons with low income and patients with some specified illnesses).

In Portugal, equity in health care is the object of the second paragraph of the 'Lei de Bases da Saúde' (Health Comprehensive Law). Quoting the law, 'it is a major objective to reach equality among citizens in access to health care, independently of their economic condition and place of living, as to achieve equity in the distribution of resources and the use of services'. In other terms, inequity is mainly understood as unacceptable differences related to socio-economic status, and no reference is made to gender. Several groups are specifically quoted as requiring particular attention: children, teenagers, pregnant women, elderly, people with disabilities, and drug addicts. Women are not considered as a vulnerable group; it is implicitly considered that equity has been achieved between men and women in access to health, as in many other countries.

However, beyond this basic statement, one may identify the adoption of a gender perspective in specific areas of governmental action.

A national campaign to prevent the feminization of HIV/AIDS by promoting the use of the female condom was launched in March (2009).

A big investment was made in the fight against diseases that specifically affect women, in particular the Cervical Cancer. A vaccine to prevent Human Papilloma Viruses (HPV) was introduced in the National Health Vaccination Plan for all girls in the year of their 13th birthday, since 2009. (see *critical area L*)

A programme for the promotion of the dental and oral health of pregnant women has been in place since 2005, in a preventive approach. In May 2008 this national programme was broadened to include access to free dental care treatments also for the elderly.

Also in the area of Assisted Reproductive Technology (ART) there are significant advancements, namely the existence of 2 ART centres with the capacity to support couples infected with HIV/AIDS.

The Ministry of Health has an important statistical instrument called “Health by Numbers”.<sup>4</sup> There are specific programmes on sexually transmitted diseases in the Directorate General of Health, which are also covered by the National Health Plan for Sexual and Reproductive Health,<sup>5</sup> specific programmes and materials of Health and Sexual and Reproductive Education and the National Programme for HIV/AIDS (2011-2014).<sup>6</sup> The Parliamentary Committee on Health has a specific Parliamentary Working Group on the Infection and Control of HIV/AIDS.

According to data from Statistics Portugal (INE), there has been a tendency for a decrease in the births in adolescents (between 11 and 19 years old) in the last few years. In 2008, 4451 births in adolescents were reported. That amount decreased progressively until 2012, when there were 3301 births in adolescents.

Abortion was legalized. Law 16/2007, of 17 April 2007, permits the voluntary interruption of pregnancy during the first 10 weeks of pregnancy, free of charge at a public hospital. Under the new law, in the first 10 weeks of an unwanted pregnancy, women will be able to seek safe abortion services without fear of criminal prosecution.

In 2012, 18.924 pregnancy interruptions were carried out, 18.408 by choice of women, about 97.3% of all interruptions, which corresponds to a decrease of 7.6% (1513 cases) in relation to the same period in 2011.

Regarding voluntary interruption of adolescent (until 19 years old) pregnancy, the Directorate General of Health reports an increase from 2.222 in 2008 to 2.358 in 2011. In 2012, there were 2.092 cases of voluntary interruption of adolescent pregnancies.

Family planning consultations have been organised in Portugal since the late 70s. However, its larger diffusion goes back to the early 80s. Access to family planning consultations for patients younger than 18 has been allowed since 1984. It is important to highlight that since 1984 that family planning consultations and contraception are free of charge in the NHS; in addition, pregnant women, children younger than 12 and low-income categories are exempted from payments. Health care centres are also obliged by law to have free contraceptive pills at disposal (Decree-law n° 259/2000 of the 17/10/2000).

Gender issues and particularly the vulnerability of women to HIV infection have been included in all the National Programmes for the Prevention and Control of HIV/AIDS. Several initiatives addressed to women

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<sup>4</sup> <http://www.dgs.pt/>

<sup>5</sup> <http://www.saudereprodutiva.dgs.pt/>.

<sup>6</sup> <http://sida.dgs.pt/>

have been undertaken by the National Programme for HIV/AIDS, such as: mandatory testing before and during pregnancy (February 2004); set up a working team, within the Scientific Committee of the National Programme for HIV/AIDS, with the aim to monitor prevention of mother-to-child transmission; guarantee of breast milk substitution (Regulatory Circular December 2009); availability of female condoms at the purchasing platform of public procurement of the Ministry of Health in order to enable the integrated purchase by public services; campaign on national television on the use of female condom as an alternative to preventing HIV infection (2009) and regular distribution of female condoms through NGOs since 2008 (2008 – 48039; 2009 – 241896; 2010 – 146378; 2011 – 344761; 2012 – 53455); production of an informative flyer on the female condom (distributed to community intervention organizations and health services); and the translation into Portuguese of the “Joint ILO/WHO guidelines on health services and HIV/AIDS”.<sup>7</sup>

Regular contraceptive methods, including hormonal contraceptives, intrauterine devices, implantable contraceptives, diaphragm and condoms, are distributed for free in the National Health System. Some methods can also be purchased in pharmacies and parapharmacies. Emergency contraception is also handed out free of charge in the National Health System. Since 2001, emergency contraception can also be purchased in pharmacies and parapharmacies, without the need of a medical prescription. Family Planning doctor's appointments are free for Portuguese and foreign women.

### **Information on Sexual and Reproductive Health and Rights**

The Ministry of Health widely disseminates information on sexual and reproductive health 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, has been very important in this area. The percentage of adolescent pregnancies has decreased in the last years, although the numbers for girls under 15 years old still remains high, which calls for a redoubled attention.

“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.

“Cuida-te” provides five different measures of action: Measure 1 - Mobile Units - This measure is aimed mainly at creating a local service for the younger population. The Mobile Units, duly equipped and with a specialized technical team in the area of youth health, move around to perform the service and advice to young people. Measure 2 – Training - This measure promotes classroom training and e-learning, addressed specifically for determined target groups. Measure 3 – Theatre-debate - This measure promotes actions of Theatre-debate on topics of interest of young people related to the promotion of their health, to stimulate reflection and debate on issues they want to discuss. Measure 4 - Offices of Youth Health - Free of charge - Free health and counselling services, anonymous and confidential, particularly in the areas of sexuality, harmful consumption, nutrition and exercise.

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<sup>7</sup> [http://www.ilo.org/aids/Publications/WCMS\\_116240/lang--en/index.htm](http://www.ilo.org/aids/Publications/WCMS_116240/lang--en/index.htm)

Sexual Education is compulsory at all levels of education, according to the Law n.º 60/2009 of 6 of August, governed by Decree n.º 196-A/2010 of 9 of April. Sexual education is part of health education in the curriculum and is implemented in projects developed by schools, from pre-school education to the end of secondary education. Both health education and sexual education should be part of the School's Educational Project. To coordinate this area, the school appoints a Coordinator Teacher of health education and sexual 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.

There are specific guidelines that arises from the Ministry of Education and Science towards schools in order to them suit the contents and purposes defined in Law N.º 60/ 2009 of 6 of August, to the different levels of education, as for instance in what concerns to the affections; self-respect and respect towards others; the respect for the difference among people and for different sexual orientations; gender equality; the ability to protect against all forms of sexual exploitation and sexual abuse.

The Ministry of Education and Science monitors and evaluates the School's projects and reward good practice.

Funding was given to schools in order to the development of projects in the area of health education. The budget allocation in recent years was as follows:

- 2010/2011 - € 204,970
- 2011/2012 - € 149,970
- 2012/2013 - € 138,130

Sexual education and prevention of Sexually Transmitted Infections has been, in the past five academic years, along with Nutritional Education and physical activity one of the thematic areas with a higher attendance.

## Data

### Cases of communicable diseases, 2010-2012:

Diseases	2010		2011		2012	
	Men	Women	Men	Women	Men	Women
<b>Sifilis</b>	138	41	137	22	151	32
<b>Inf. Genocólicas</b>	74	14	105	15	61	9
<b>Hepatitis B</b>	29	18	27	15	25	12

Source: Attitudes and behaviors of the Portuguese population towards HIV/AIDS survey, 2010 (annual study financed by the National Programme for HIV/AIDS)

### AIDS Cases – Sex and age disaggregated data (as from January 1st 1983 – Dec 31st 2012):

Age	Male	Female	Not referred	TOTAL	
				N	%
<b>0-11 months</b>	95	107	2	204	0.5
<b>1-4</b>	47	68	0	115	0.3
<b>5-9</b>	44	30	0	74	0.2

10-12	21	11	0	32	0.1
13-14	23	13	0	36	0.1
15-19	500	470	0	970	2.3
20-24	3088	1411	1	4500	10.6
25-29	5784	2221	2	8007	18.8
30-34	6173	1987	1	8161	19.2
35-39	5062	1509	2	6573	15.4
40-44	3534	987	2	4523	10.6
45-49	2358	794	1	3153	7.4
50-54	1604	573	0	2177	5.1
55-59	1083	450	0	1533	3.6
60-64	740	318	0	1058	2.5
≥65	878	297	0	1175	2.8
Not referred	221	66	2	289	0.7
<b>TOTAL</b>	<b>31255</b>	<b>11312</b>	<b>13</b>	<b>42580</b>	<b>100</b>

HIV INFECTION CASES – (as from January 1<sup>st</sup> 1983 – Dec 31<sup>st</sup> 2012)

Cumulative number of HIV notified cases: 42580 (Females: 11312 – 26.6%)

Asymptomatic patients: 20762

AIDS cases: 17373 (Females: 3343 – 23.8%)

Data Source: National Institute of Health Doutor Ricardo Jorge (Portugal) “HIV-AIDS: The situation in Portugal - 31<sup>st</sup> December 2012”

### Interruption of adolescent pregnancy for all motives:

	<15	15-19
2009	129	2291
2010	102	2262
2011	84	2274
2012	71	2021

Note: definitive data for all years, except 2012.

### Births in adolescents (2009-2012):

Data reference period	Mother's age	Live births from adolescent mothers (N.º) by mother's age; Annual
		Mother's place of residence
		PT: Portugal
		N.º
2012	T: Total	3301
	01: 11 years	-
	02: 12 years	-

	03: 13 years	6
	04: 14 years	49
	05: 15 years	146
	06: 16 years	342
	07: 17 years	555
	08: 18 years	878
	09: 19 years	1325
2011	T: Total	3663
	01: 11 years	2
	02: 12 years	-
	03: 13 years	5
	04: 14 years	52
	05: 15 years	166
	06: 16 years	353
	07: 17 years	641
	08: 18 years	957
	09: 19 years	1487
2010	T: Total	4052
	01: 11 years	-
	02: 12 years	-
	03: 13 years	7
	04: 14 years	49
	05: 15 years	172
	06: 16 years	448
	07: 17 years	748
	08: 18 years	1089
	09: 19 years	1539
2009	T: Total	4347
	01: 11 years	-
	02: 12 years	2
	03: 13 years	5
	04: 14 years	56
	05: 15 years	184
	06: 16 years	489
	07: 17 years	760
	08: 18 years	1211
	09: 19 years	1640

Live births from adolescent mothers (N.º) by mother's age; Annual - INE, Live births

Table from 01 de July 2013 (17:37:41)

Source: Statistics Portugal (INE)

Last update of this data: 30 April 2013

### Indicators for sex workers - Prevention programmes:

The following sets of data derive from two behavioral surveys conducted in Jan - Oct 2010, coordinated by Institute of Hygiene and Tropical Medicine/New University of Lisbon and GAT GAT (Grupo Português de

Ativistas sobre Tratamentos de VIH/SIDA) and funded by the National Programme for HIV/AIDS as part of the Portuguese Project PREVIH - HIV/AIDS infection in Men who have Sex with Men and Sex Workers: Prevalence, determinants, prevention interventions and access to health. These surveys used snowball samples of sex workers and men who have sex with men, therefore the presented data is not representative of the situation of sex workers and men who have sex with men in Portugal.

### Eliminate new HIV infections among children - Prevention of Mother-to-Child Transmission:

	Data Value
Percentage (%) of HIV-positive pregnant women who received antiretrovirals to reduce the risk of mother-to-child transmission during pregnancy and delivery	95.12
Numerator: Number of HIV-infected pregnant women who received antiretroviral during the last 12 months to reduce mother-to child transmission	195
Denominator: Estimated number of HIV-infected pregnant women in the last 12 months	205

### HIV Treatment: 12 Months retention:

Total number of adults and children who initiated ART during the twelve months prior to the beginning of the reporting period: All: 7295 Males: 4918 Females: 2231 Children <15: 146.8 Percentage of AIDS cases among women (1983 – 2013): 19,30% (total number of AIDS cases: 17 492 (women: 3 375)).<sup>9</sup> Total number of female condoms distributed in 2012: 53 455<sup>10</sup>.

### Critical Area D – Violence against women and girls

#### Domestic violence:

Preventing and combating violence against women and domestic violence remains a priority for Portugal. In September 2009, two laws were adopted: Law Nr. 104/2009 on compensation to victims of violent crimes and domestic violence and Law 112/2009 (also known as the Domestic Violence Law), which intends to prevent and repress domestic violence and to support and promote the autonomy and empowerment of the victims.

The Domestic Violence Law seeks to provide a more adequate capacity of response by unifying the laws on this matter and also to address the need to ensure adequate and timely prosecution and conviction of perpetrators.

The Law also includes provisions strengthening the protection of the victim and ensuring prosecution and conviction of perpetrators, as well as in the definition of domestic violence, including same-sex relationships. The Labour Code, from 2009, also gives to the victims of domestic violence the possibility to be transferred temporarily or permanently, at her/his request, to another place of work in the same company (this right is also enshrined in Article 42 of the Law 112/2009).

In February 2013, further legal amendments were introduced in order to extend the concept of domestic violence to dating and other intimate relationships without cohabitation. Furthermore, a number of provisions

<sup>8</sup> Fonte: Global AIDS Response Progress Reporting 2012

<sup>9</sup> Fonte: National Institute of Health Dr. Ricardo Jorge / Laboratory Surveillance Centre of Infectious Diseases

<sup>10</sup> Fonte: National Programme for HIV/AIDS

have been introduced to regulate aspects covered by the Act on the prevention of domestic violence and on the protection of and assistance to its victims, adopted in September 2009. These include the recognition of the status of victim (to all alleged victims as soon as a domestic violence incident is reported); the urgent nature of domestic violence proceedings (a Constitutional Court decision of 2012 has underlined the urgent nature of these cases); the use of remote surveillance means to control perpetrators (mandatory since February 2013); assist victims with free-of-charge and easy to use devices, in direct connection with the police 24-hours a day; possibility to arrest perpetrators even if not caught in the act; victim's right to redress; and the provision of legal, medical, social and labour support.

Legal counselling to victims of domestic violence is provided by lawyers appointed by the Bar Association. The victim has the right to be informed of, inter alia, how to file a complaint, procedures to follow, available public and private support services and compensation options. In February 2013, Portugal was the first EU country to ratify the Council of Europe's Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).

Although empirical evidence points to a connection between economic conditions and violence against women, in Portugal the evolution of the number of cases of domestic violence reported to law enforcement has shown a downward trend in recent years: between 2009 and 2013, crimes of domestic violence reported to the police have varied (the number of crimes of domestic violence against the spouse or similar was 30 543 in 2009, 31 235 in 2010, 28 980 in 2011 and 26 678 in 2012; in the 2013, 27 318, showing, for that period, an increase of 2,4%.

This crime continues to affect more women than men.

Data on Spousal Homicide for the past 2 years:

2012 - 37

2013 – 40 (30 women and 10 men. For the first time data were disaggregated by sex)

The **National Health Service** ensures the provision of direct assistance to the victim by expert technicians and promotes the existence of offices for care and medical treatment. The victim is free from payment of user fees under the National Health Service.

In 2013 Portugal created, under the Ministry of Health, a model of integrated intervention on interpersonal violence throughout the life cycle, which has specialized multidisciplinary teams for adults and children in health units.

### **Financial Support to the Network of Shelters for Victims of Domestic Violence**

In 2013, the Secretary of State for Parliamentary Affairs and Equality assigned 1 783 thousand euros to the shelters that make up the national network of support for victims of domestic violence, intended for the improvement of the living conditions and comfort of the victims and their children and for the creation of new places for emergency care in these shelters. Also, for strengthening the social, legal and psychological support of the victims of domestic violence and to their independence after departure from the shelter, but also to carry out training actions on the topic of domestic violence with strategic public, in partnership with schools, local

authorities, civil society organizations or business companies. These funds are included in the funding mentioned in Section 1), b).

### **National Prize “VIDArte – art against domestic violence”**

The Commission for citizenship and gender equality (CIG) and the Office of strategy, Cultural Planning and evaluation (GEPAC) established in the framework of the IV National Plan against domestic violence-PNCVD (2011-2013), the national prize "VIDArte-art against domestic violence".

The prize, in its first edition, aimed to distinguish artistic works in the areas of film, theater and literature, separately, published during the term of the IV National Plan against domestic violence (2011-2013), which have focused the theme of domestic violence.

### **Campaign to prevent and combat Violence against Women**

The Portuguese Government and the Executive Secretary of the CPLP launched on the international day for the Elimination of all forms of violence against women a joint campaign to replicate in all Member States of CPLP, under the motto "I set my face against violence".

This campaign comes after the resolution of the Council of Ministers of CPLP, of July 18, 2013, which took place in Maputo (Mozambique), which reaffirmed the commitments undertaken internationally and respect for women's human rights, including gender Equality and the empowerment of women and reiterated the UN Convention on the Elimination of all forms of discrimination against women, the resolutions of the UN General Assembly on the strengthening of the efforts to eliminate all forms of violence against women and the 57<sup>th</sup> Session of the CSW agreed conclusions on the elimination and prevention of all forms of violence against women and girls.

More information in: <http://www.naoviolenciacontramulheres.cplp.org/>

### **Trafficking in Human Beings**

Portugal ratified the Council of Europe Convention on Action against Trafficking in Human Beings in 27 February 2008.

Portugal has, since 2007, action plans for trafficking. The Commission for Citizenship and Gender Equality (CIG) is responsible for the Plan's coordination but its implementation relies on the participation of the different partners involved. Although CIG is responsible for the general coordination of its execution, it is a shared intervention between several partners and aimed at common objectives.

The first and the second National Plan were subject to an independent external evaluation, whose recommendations were taken into consideration in preparing the next Plans.

The III National Plan on Preventing and Combating on Trafficking in Human Beings was approved by Resolution of the Council of Ministers n° 101/2013, of 31 of December, and entered into force in January 2014.

The III PNPCTSH focuses on five strategic areas (in a total of 53 measures):

- 1) Prevention, Awareness-raising, Acknowledgement and Investigation;
- 2) Education, Training and Qualification;
- 3) Protection, Intervention and Capacity building;
- 4) Criminal Investigation;
- 5) Cooperation.

Established in 2008, the Observatory of Trafficking in Human Beings (OTSH) depends on the member of government responsible for internal affairs and carries out its missions and attributions in articulation with the coordination of the National Plan against Trafficking in Human Beings.

Their missions is to produce, collect, treating and disseminate information and knowledge about the traffic of persons phenomenon and other forms of gender violence.

2 – The attributions of the Observatory are:

- a) To produce and collect information on trafficking in human beings and other forms of gender violence;
- b) To promote the development of software applications to collection, analyses and treatment;
- c) When requested, to support the political decision in its intervention areas.

In order to comply with Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims, Portugal changed the article of the Penal Code regarding trafficking in human beings (article 160. °) by Law n.° 60/2013 of 23th of August. Nowadays, besides sexual and labor exploitation and removal of organs, begging, slavery and the exploitation of criminal activities are included as motivations. It was also included in article 160. ° of the Penal Code, that the consent of a victim of trafficking in human beings is irrelevant. Some new aggravating penalties were also included in that article.

Portugal has an Asset Recovery Office (ARO), Law n°45/2011, of 24th June, that has been changed by the Law 60/2013, of 23rd of August. It states that the use of seized and confiscated funds and the proceeds from trafficking in persons can be channeled to support victims' assistance and protection programs. Some legislation has been adapted in order to promote more efficient investigation tools for law enforcement agents.

With the recent amendment of Law n. ° 5/2002, of 11th January (by Law n. ° 60/2013, of 23th of August), trafficking in persons was included in the list of crimes where a special legal framework for the collection of evidence, breach of confidentiality and loss of property to the State is foreseen.

Also, with the latest amendment of Law n. ° 101/2001, of 25th of August, (by Law n. ° 60/2013, of 23th of August) undercover actions for the purpose of preventing and detecting criminal agents were made possible for the crime of trafficking in persons.

### **Awareness raising campaigns**

Regarding awareness raising campaigns, and highlighting the most recent ones, UNODC's campaign "Blue Heart" was launched in Portugal in the spring of 2012 and was also re-launched in October.

In 2013, Portugal launched a national campaign on 18th of October of 2013 and the main targets were sexual exploitation, labour exploitation and begging. This campaign was broadcast on Radio; Regional Press; Television; Cable Channels; outdoors at railways stations; News and broadcast advertising space and molls.

In December of 2013 was broadcast a documentary related to trafficking of human beings. This initiative was integrated in one of the measures of the II National Plan against Trafficking in Human Beings

### **Protection and assistance**

Since 2008 Portugal has a system of identification and protection of victims of trafficking and it's called "Model for Flagging-Identification-Integration of victims of trafficking".

This model encompasses an integrated, comprehensive and continuous support for victims of trafficking. This is possible due to structured approaches that:

1. Creates empathy with the victims;
2. Provides shelter;
3. And promotes their reintegration in society and in the labour market.

This model involves law enforcement agencies, NGO's, the National Coordinator, the Observatory on Trafficking in Human Beings, Labour Inspectors, and the Social Security Institute.

Most of these organizations are members of the recently created (June 2013) Network for the Support and Protection to Victims of Trafficking - RAPVT - (under the coordination of the National Commission for Citizenship and Gender Equality). It is a structure that brings together the governmental and non-governmental organizations working in Portugal, directly or indirectly, the issues of trafficking in human beings. Thus, the RAPVT guarantees, on the one hand, a better form of intervention, support and a more organized structure to address the problem of human trafficking and, secondly, a better source of information for criminal investigation and the repression itself.

Another structure that acts within this model is the also recently created four Regional Networks for Support and Protection to THB Victims (North, Centre, Alentejo and Lisbon) – trough a Protocol between the Association for Family Planning/Project SOS THB, and several governmental and non-governmental organizations. These networks reinforce the work of the RAPVT and operationalize its projects and activities – both networks are foreseen in the III National Action Plan (2014-2017) aiming:

- a) To give special support to the victims by coordinating different levels of intervention (legal, psychological, medical, social, training, among others);
- b) To promote the victims' personal development (knowledge, abilities, competences), and to prevent them to fall again into victimization.

At the present moment, Portugal has three shelters for Victims of Trafficking. Two are specific for women and the other is for men, all of them state-funded.

In 2013, Portugal triplicated the responses to Victims of trafficking (18 places available for Victims of Trafficking)

### **Training**

Regarding training for law enforcement officials, prosecutors and judges, Portugal has on its agenda a clear commitment to strengthening public policies related to trafficking.

Training concerning police officers, initial and ongoing training include modules on investigation techniques specific to THB, and modules on questioning of victims and victim's protection.

In Portugal, both the Immigration and Border Services and the Judiciary Police have national responsibilities on THB. In concrete terms, and regarding a multidisciplinary approach, the Immigration and Border Services has an internal Anti-Trafficking Unit.

Staff of the Immigration and Border Service (SEF) is provided with a course each year as part of in-service training.

During 2012, the Observatory on Trafficking in Human Beings, Portuguese Ministry of Internal Affairs, organized a Training Week for Criminal Justice practitioners from all Portuguese Speaking countries (Portugal, Brazil, Angola, Cape Verde, Guinea-Bissau, Mozambique, São Tomé and Príncipe and East Timor). With the support of the Community of Portuguese Language Countries (CPLP) and based on the project started in 2009, UNODC Anti-Human Trafficking Manual for Criminal Justice Practitioners – translation, adaptation and dissemination to all Portuguese speaking countries of the 25 modules (public and private) the OTSH coordinated the training of 36 professionals. The main goal was to provide these professionals with training skills in order to replicate this training in their own organizations. All trainers were Portuguese and previously trained by UNODC/Vienna.

Several other Training sessions were provided mainly to prosecutors and judges, Labour inspector's, and NGO.

Special training courses on preventing and investigating THB are organized regularly with the participation of national and international experts, notably representatives of the IOM and ILO offices in Portugal.

Following a protocol made between the Commission for Citizenship and Gender Equality (CIG) and the Centre for Judicial Studies (CEJ) signed in 2012, prosecutors and judges received training on THB issues in the context of their initial or ongoing training provided by the Centre for Judicial Studies (CEJ). Three training sessions were held on trafficking in human beings addressed to judges, prosecutors and other professionals in the forensic field:

In 2012, a training entitled "Trafficking in Human Beings: from investigation to judicial decision".

In 2013, a training entitled "Trafficking in Human Beings" and an International Conference on Trafficking in Persons.

As foreseen in the Second National Plan against Trafficking in Human Beings (2011-2013), the Authority for Labour Conditions (ACT) with the collaboration of the Commission for Citizenship and Gender Equality (CIG) joined efforts to conceive a training module for labour inspectors focused on trafficking for labour exploitation.

In 2012, 92 labour inspectors attended a one day meeting session (24 men and 68 women).

In 2013, 217 inspectors attended a one day meeting session (67 men and 150 women).

### Data Collection

#### Most frequent nationalities of persons identified as victims of trafficking from 2008 to 2013:

Nationality	Year						TOTAL
	2008	2009	2010	2011	2012	2013	
<i>Portuguese</i>	16	11	8	28	3	0	66
<i>Brazilian</i>	15	6	5	0	3	0	29
<i>Mozambican</i>	15	..	0	0	0	0	16
<i>Romanian</i>	6	4	4	3	3	45	65
<b>.. Protected by statistical secrecy</b>							

Source: Observatory on Trafficking in Human Beings (OTSH)

#### Number of persons identified as victims of trafficking in persons by competent State authorities:

	2008	2009	2010	2011	2012	2013	TOTAL
<b>Total per year (adults + children)</b>	53	24*	18	33	10	45	<b>183</b>
<b>Male</b>	26	4	8	23	5	33	99
<b>Female</b>	27	19	10	10	5	12	83
<b>Total per year (children)</b>	5	5*	4	3	0	0	<b>17</b>
<b>Male</b>	..	0	..	0	0	0	..
<b>Female</b>	4	4	3	3	0	0	14
<b>.. Protected by statistical secrecy</b>							
<b>* In one register the sex is unknown</b>							

Source: Observatory on Trafficking in Human Beings (OTSH)

## Number of victims of trafficking in persons identified by State authorities from 2008 to 2013, by forms of exploitation

Forms of THB	2008	2009	2010	2011	2012	2013	TOTAL
Sexual exploitation	19	18	9	4	4	0	54
Labour exploitation	32	5	8	27	6	45	123
Sexual and Labour exploitation	..	0	0	0	0	0	..
Adoption (tentative)	..	..	0	..	0	0	3
Other	0	0	..	..	0	0	..
<b>.. Protected by statistical secrecy</b>							

Source: Observatory on Trafficking in Human Beings (OTSH)

Trafficking in human beings is known for its volatility regarding the *modus operandi* used by criminals and by its opacity. Consequently, the identification of trends (increase or decrease of numbers, types of exploitation, amongst others) must be contextualized in a broader scope of analysis, as it may not refer directly to the extent of the phenomena but to an increase of institutional capacities' (governmental as well as non-governmental) able to identify it. This situation is visible in the 2013 data where Portugal registered an increase of victims identified in comparison to 2012. The type of exploitation associated to this was labour exploitation/agriculture in Portugal of foreigner victims. Although recognizing that some sectors of Agriculture may be more vulnerable to the exploitation of persons (e.g. informal economy), one must not ignore that there were external factors that act upon the figures, namely: the constitution of RAPVT, the Anti-Trafficking Unit (SEF), and the Specialized Multidisciplinary Teams, amongst others.

### Statistics - 2012

- a) number of new investigations of TIP cases;  
35
- b) number of prosecutions of TIP cases  
9
- c) number of convictions;  
6
- d) sentences imposed on each convicted trafficker (including fines and plea bargains); and  
Non available data
- e) cases where perpetrators received no jail time or suspended sentences.  
4

### Research

A study on trafficking in women for the purpose of sexual exploitation was promoted in 2007 by CIG. Since then, some other studies were carried out. The most recent one was a study made by Minho University, and was funded by CIG on "*Trafficking in Persons: From signaling to the criminal conviction*". This study, completed in December 2013, examined the criminal cases of trafficking in persons from the stage at which is reported by the criminal police to the trial stage.

Also, a project named IMPACT was concluded. The overall objective was to research and strengthen monitoring and protection systems against child trafficking and exploitation. IMPACT was funded with the support of the Prevention of and Fight against Crime Programme of the European Commission.

The implementing organizations were the Centre for Social Intervention Studies (CESIS) in Portugal, the Centre for the Advancement of Research & Development in Educational Technology (CARDET) in Cyprus, Family and Childcare Centre (KMOP) in Greece, Defence for Children International (DCI) in Italy. The IMPACT project analyzed how and to which degree child welfare and protection systems were effective to prevent trafficking and exploitation and to protect child victims and children at risk.

At the present moment is undergoing a project - THB:COOPtoFIGHT - The fight against trafficking in human beings in EU: promoting legal cooperation and victims' protection. The entities that are involved are: Centro de Estudos Sociais - Portugal (Coord.); Institute of Public Affairs – Poland; University of Oradea, Research Centre on Identity and Migration Issues (RCIMI) – Romania; Università Cattolica del Sacro Cuore - Transcrime – Italy; ULB-Perelman Centre for Legal Philosophy – Belgium; Associated Partners: Universidade Carlos III de Madrid; DGAI-OTSH (Observatory on Trafficking in Human Beings, Portugal).

## **Female Genital Mutilation**

A Programme of Action to Eliminate Female Genital Mutilation was launched in 2009 within the framework of the III National Plan for Equality – Citizenship and Gender Equality (2007-2010).

The Programme was drafted by a working group integrating the Public Administration, NGOs and Intergovernmental Organizations.

It can be referred as a good example of the synergies that can be established between Public Administration and the civil society in order to identify innovative models aimed at transforming the social dynamics leading to this form of discrimination and human rights violation. It has, therefore, proved to be a powerful instrument, not only, for the promotion of human rights and the sexual and reproductive rights of women and girls who are submitted to these practices or are at risk to undergo FGM, but also as an instrument for promoting gender equality and fighting gender-based violence. It is structured in 4 areas: Awareness-raising, prevention, support and integration; Training; Knowledge and academic research; Advocacy.

The intervention fields were: Community, Health, Education, Training and academic research, Cooperation (with the ex-colonies in Africa, especially Guinea Bissau)..

On February 8, 2011, Portugal approved the II Program of Action for the Elimination of FGM (2011-2013). This Program was an update of the previous one and the Inter-sectorial group integrated new organizations, representing the Ministry of Home Affairs and the Ministry of Justice and intended to promote the consolidation of public policies on this issue by reinforcing certain areas and focusing on some strategic lines. This Program was subjected to an independent evaluation carried out by an external entity and had an execution rate of 96%.

The II Program of Action for the Elimination of FGM has identified five types of measures - 1) Raise awareness and Prevention, 2) Support and Integration, 3) Training, 4) Knowledge and academic research, 5) Advocacy - within a set of actions developed. Significant investment has been made in raise awareness, information and training activities to several target-groups, as health professionals, social workers, hotline professionals (health, domestic violence, immigration, sexuality), teachers, students at secondary and superior levels, and general public.

These measures respond to the various international and regional instruments and commitments related to the female genital mutilation and gender equality themes. Those instruments and commitments, as also relevant European resolutions, are described on the Program document and support it.

It was produced an information leaflet on FGM for girls, women and families at risk of FGM and for those who have been victims of this practice, but also to health professionals, education, social services, justice, cooperation and development education, to the central government authorities and local religious and community leaders, among others. This leaflet provides information on medical and legal consequences of FGM and identifies the services and institutions prepared to assist and direct requests for medical and psychosocial support. It was broadly distributed in health centers, hospitals, police stations, social security departments, schools, NGOs, etc. This leaflet was translated to Creole of Guinea-Bissau.

Regarding legal measures adopted to prohibit all forms of harmful traditional practices, Female Genital Mutilation is punishable under Article 144 of the Criminal Code, as a serious offence against a person's physic or psychic integrity. This legal provision includes mutilation which permanently affects sexual and reproductive health of victims.

The national law about Protection of Children and young People requests the local Commissions for Protection of Children and Young People to act in FGM cases.

FGM is also a situation included in the national law that defines the conditions and procedures to attribute the asylum status. Victims of FGM according to Asylum Law are considered person's particularly vulnerable and with special foster needs.

The lack of data about FGM is naturally a topic that has to be spoken about, but that is being dealt with. As a matter of fact, three administrative datasets are being put in place:

1. Identification and registration of child protection interventions at national level, through a protocol signed between the Ministry of Health (Directorate General of Health) and the National Commission for the Protection of Children and Youth at Risk;
2. Identification and registration of girls and women subjected to FGM and at risk of undergoing the procedure in the national health system platform, already available at national level;
3. Identification and registration of FGM cases through an articulation with the security forces.

There is an intention of centralising the information collected through the sectors of child protection, health and justice. Therefore, each organisation that will be responsible for collecting data on FGM should report to CIG.

Succeeding a meeting with immigrant organisations hosted and presided by the Secretary of State of Parliamentary Affairs and Equality, information about the funding available was provided to the interested organisations so that they could apply for funding to develop their ideas regarding possible intervention projects about FGM.

However, some immigrant organizations do show certain fragilities in their organisational constitution/structure that do not allow them to apply for funding. In order to grant them the opportunity to get funding to implement their intervention projects about FGM, as well as to involve them in preventing FGM, a monetary prize AGAINST FGM-CHANGING THE FUTURE NOW was established. Two projects were awarded and the promoters are already developing actions with the communities.

The involvement of these partners in the fight against FGM plays a key role in facilitating dialogue with the communities where the risk exists, ensuring that information runs through pairs on a territorial basis, respecting their values and cultural frames of reference .

With the same purpose, an agreement with an association of students of Guinea Bissau now living in Portugal was signed and a network was settled, widening the field of action, but also the moment, for those students someday will return to their country and will be committed in the elimination of FGM.

The II Programme of Action for the Elimination of Female Genital Mutilation (2011-2013) included as an activity the promotion of a study on FGM in Portugal. Following the protocol signed between the Commission for Citizenship and Gender Equality and the Science and Technology Foundation, it was opened a competition for funding a project of scientific research in the form of Study of Prevalence of Female Genital Mutilation in Portugal.

The competition was opened in 2013 and its ordinance stated that the study should identify the number of girls and women victimized or at risk of excision and where it is practiced, the age of girls and other evidence that are considered significant to the understanding of the phenomenon. Simultaneously, determines that the study should include a qualitative analysis of the representations that communities have about this practice as well as their perception of the adequacy of the national policies.

The study should be completed in December 2014.

The Government financed at the Lisbon Superior School of Nursing a postgraduate course entitled "women's health – Female Genital mutilation", which run from 3rd October until 21st November 2013, directed to health professionals (doctors and nurses), in activity in some of the health facilities of Lisbon area. This course was a consequence of a protocol signed between the Commission for Citizenship and Gender Equality, the Lisbon Superior School of Nursing, the Directorate General of Health and the Family Planning Association, and aimed to empower the trainees to, in the contexts of their intervention with at risk communities, assume an educational role in preventing this practice and/or in the prevention of complications of FGM. Simultaneously, these professionals will promote specific action projects in their working contexts, mobilizing the respective organizations in combating this harmful traditional practice.

On the 31<sup>st</sup> December 2013, the III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017, was approved. It aims to combat one of the most serious violations of human rights committed against girls and women.

This programme foresees the strengthening of intervention in some measures that prove to be structural for the challenge of eradicating FGM, namely through training and capacity building of professionals who, in any way, deal with the problem of FGM, having been formally introduced in this Programme of Action the training of new stakeholders and target groups, such as staff from the Commissions for the Protection of Children and Youth and non-teaching staff of schools of every level. It is also foreseen the establishment of a pool of accredited trainers in the area of gender equality, with the necessary knowledge and tools to deal with this theme in their work, as well as the establishment of a specific multidisciplinary group for replicating training after the programmes developed for healthcare professionals.

This Programme of Action also proposes to act in a more incisive way with communities at risk, through a more intense mobilisation of non-governmental organisations, especially immigrant associations, whenever possible with intervention in network.

The III PPEMFG foresees the adoption of 42 structured measures around the five following strategic areas:

- 1) Prevention;
- 2) Integration;
- 3) Training;
- 4) Acknowledgement;
- 5) Cooperation.

CIG is responsible for the coordination of the III PPEMFG. For the implementation, CIG is supported by a working group composed of representatives from a number of stakeholders and organisations: Ministry of Internal Affairs (MAI), High Commissioner for Immigration and Intercultural Dialogue. (ACIDI, I.P.), Camões — Institute for Cooperation and Language (Camões, I.P.), National Commission for the Protection of Children and Youth at Risk (CNPCJR), Directorate-General for Education, Directorate-General for Health (DGS), Directorate-General for Justice Policy (DGPJ), Judicial Police School (EPJ), Institute for Employment and Vocational Training. (IEFP, I.P.), Community of the Portuguese Speaking Countries (CPLP), International Organization for Migration (IOM), non-governmental organisations, namely the Family Planning Association (APF) and the Union of Women: Alternative and Response (UMAR), and three immigrant associations representative of communities of nationals from States in which FGM is performed, to be jointly nominated by the CIG and the ACIDI, I.P.

The Prosecutor General's Office and the Superior Council of Magistracy (CSM) are also represented in this working group.

Annual interim reports on the level of execution of the measures are prepared and submitted to the Government member overseeing CIG until March 15 every year.

## Critical Area E – Women and Armed Conflict

Portugal approved the National Action Plan for implementation of the UNSC resolution 1325 (2000) on women, peace and security, covering the period 2009-2014 (NAP 1325), by the resolution of the Council of Ministers No. 71/2009, 25 August.

Portugal interprets the UNSC Resolution No 1325 (2000) in a comprehensive approach, which includes, in addition to armed conflict and humanitarian assistance, the promotion of internal coherence and coordination of national policies of disarmament and arms control, public safety and fight against gender-based violence in defence of human rights, including of the women, girls and girls child.

A concern of the NAP 1325 is the integration of a three-dimensional perspective – National, European and International, that includes the dimension of the external representation of the State, for example in the context of development cooperation. Stresses also that Portugal has been working hard to implement many of the concerns and measures proposed by the Resolution, which is visible in the adoption of national legislation and specific initiatives that several ministries have been developing. In fact, the dimensions highlighted in resolution 1325 (2000) are widely used in national policies in the field of gender equality, recognized as a central issue in the structure of governance to be integrated in a transversal way in all areas of political activity.

Thus, the implementation of the NAP 1325 contributes to mainstream gender equality policies in defence, internal security and development cooperation. The NAP develops mechanisms for implementation, monitoring and evaluation of the objectives and measures set out, and realized – in 30 specific objectives and activities, which are integrated into five strategic objectives, namely:

- 1 — Increase women's participation and integrate the gender equality dimension in all phases of peace-building processes.
- 2 — Ensure the training of Staff involved in peace building processes.
- 3 — Promote and protect respect for human rights of women, girls and girls child in conflict and post-conflict zones.
- 4 — Deepen and spread knowledge about the theme "women, peace and security", including training and awareness of decision makers and public opinion.
- 5 — Promote the participation of civil society in the implementation of the Resolution 1325 (2000).

As an operative tool for implementation of resolutions of the Security Council of the United Nations on "women, peace and security", this plan is developed from a strong inter-ministerial commitment, involving the various sectors that contribute to the objectives and measures included in this plan, in mainstreaming perspective of gender equality in various areas of intervention and governance.

In order to assess progress in implementing the measures of the NAP 1325, the working Group produces annual reports reflecting the state of implementation of the Plan and send it to the member of the Government responsible for gender equality issues (Secretary of State for Parliamentary Affairs and Equality) and to the Parliament.

A second National Action Plan will be approved in the second semester of 2014.

Taking into account the adoption of positive actions for the promotion of equality between women and men and the participation of women in the military and police forces, at all levels, including in decision-making, the situation of women in these areas was as follows, in 2012:

### Total number of effectives in Security Forces:

#### GNR

Military effectives of the GNR by category and sex	2012		
	M	W	% of Women
<b>Officers</b>	743	46	5,8%
<b>Sergeants</b>	2.531	99	4%
<b>Guards</b>	18.735	1.050	5,3%
<b>Total</b>	22.009	1.195	5%

Source: Ministry of Home Affairs

#### PSP

Effective PSP by category and sex	2012		
	M	W	% of Women
<b>Police officers</b>	677	70	9,37%
<b>Police Chiefs</b>	2.227	227	9,25%
<b>Police Agents</b>	16.998	1.261	7,06%
<b>Total</b>	19.902	1.558	7,26%

Source: Ministry of Home Affairs

### Total number of effectives in the military forces:

## Army

Effective military in the army by category and sex	2012		
	M	W	% of Women
<b>Officers</b>	3.469	343	10%
<b>Sergeants</b>	5.175	353	6,4%
<b>Soldiers</b>	9.232	1.633	15%
<b>Total</b>	17.876	2.329	11,5%

Source: Ministry of Defence

## Navy

Effective military in the Navy by category and sex	2012		
	M	W	% of Women
<b>Officers</b>	1.676	253	13%
<b>Sergeants</b>	3.080	199	6%
<b>Soldiers</b>	4.744	398	8%
<b>Total</b>	9.500	850	8%

Source: Ministry of Defence

## Air Force

Effective military in the Air Force by category	2012		
	M	W	% of Women

and sex			
<b>Officers</b>	1.961	350	15%
<b>Sergeants</b>	2.772	275	9%
<b>Soldiers</b>	1.636	500	23,4%
<b>Total</b>	6.369	1.125	15%

Source: Ministry of Defence

## Critical Area F – Women and the Economy

### Female entrepreneurship

The Government continues to give priority to women's employability and entrepreneurship, through the promotion of measures for the elimination of gender segregation in the labour market and measures to close the gender pay gap. The Government is also imposing and supporting the elaboration of plans for equality in public companies. Some of the support measures adopted in this field have been co-financed by the European Social Fund.

The National Strategic Reference Framework (NSRF)<sup>11</sup> and the Agenda for Human Potential and the Agenda for Competitiveness pay special attention to promoting self-employment and female entrepreneurship. The focus is also on associations and business networks managed by women, notably through the creation of products and services chains using new technologies to disseminate promising practices in entrepreneurship. These areas are also foreseen in the V National Plan for Equality.

Since 2009, CIG is part of the national network of Corporate Social Responsibility Organizations (REDE SPOT), which aims to promote the development of social responsibility, thus contributing to the implementation of policies and good practices, in particular in the environmental, economic and social fields, in gender equality and social entrepreneurship. CIG has created a network of female entrepreneurs, called "Be an Entrepreneur", whose aim is to publicize cases of successful women entrepreneurs and to promote female entrepreneurship through incentives and exchanges of good practices.

In 2010, a protocol was signed between CIG, the Ministry of Justice, the National Association of the Right to Credit and the National Association of Women Entrepreneurs in order to enhance employment of former female prisoners. This protocol foresees the possibility of bank loans.

A National Microcredit Programme was created by the Administrative Decision of the Ministry of Employment and Social Solidarity Nr. 58/2011, 28<sup>th</sup> January 2011. The aim of the programme is to stimulate job creation and entrepreneurship among the population with a greater difficulty in accessing labour market, including women. The Programme facilitates access to credit and to technical support for the creation and consolidation of business projects. So far, 262 women have benefited from this Programme.

<sup>11</sup> The NSRF (QREN) is the framework for the implementation of the EU economic and social cohesion policy in Portugal for the period 2007-2013.

## Equality and Non-discrimination in Labour Market

In Portugal there is still a significant asymmetry between men and women, both in the public and private sector, in the exercise of leadership and management positions or of high institutional responsibility. According a Survey produced by Statistics Portugal – INE in March 2012, “Female statistics – being a woman in Portugal in 2001-2011”,<sup>12</sup> in the last years the proportion of women was about 1/3 in senior public administration official positions and in director and senior management positions in companies. Data relating to board members of the 20 largest publicly listed companies shows that there is a small participation of women in such roles and that improvement is slow and inexpressive. There are no women CEOs or Board chairs in these companies. Women only account 9% of members of companies’ boards in the largest publicly listed companies in Portugal. (*also Critical area G*)

As provided for in Article 31 of the Labour Code, approved by Law Nr. 7/2009 of 12 February, women are entitled to receive equal pay for equal work or work of the same value as that performed by men. Nevertheless, a gender gap still persists regarding both wages and earnings.

In 2012, Women are still paid 15,7% less than men per hour of work across the entire economy. Portugal in 2012, the average basic monthly salary for women was €814,54 and for men €999,85. This means that women’s average salary was 81.5% of that of men’s, or conversely men received 122.8% of what women did.

The Commission for Equality in Labour and Employment (CITE), marked National Day of Equal Pay and a campaign to combat wage inequalities between women and men, the day March 6th, 2013 and 2014. CITE promoted the self-assessment on equal pay for men and women in companies in 2014.

A Council of Ministers Resolution 18/2014, of 7<sup>th</sup> March adopted measures for the elimination of the gender pay gap between women and men. (see Section 1) b) 2.)

Despite the existing gender pay gap, CITE only received 15 complaints related with gender pay gap between December 2008 and October 2012.

In 2009, CITE received 104 complaints regarding violations of legal provisions on equality and non-discrimination between women and men. In 2010, there were 127, and in 2011 the number dropped to 19. In 2012, there were 101 complaints.

CITE mediates individual disputes related to equality and non-discrimination between women and men at work, in employment and in professional training, the protection of parenthood and the conciliation of professional and family life, when requested by both parties. In order to reinforce its mechanisms for alternative settlement of disputes, in March 2011 CITE established a cooperation protocol on small individual disputes with GRAL, a service for alternative settlement of disputes from the Ministry of Justice. If the conflict is not solved with CITE’s mediation, the case is brought into GRAL. If neither the solution proposed by CITE nor the solution presented by GRAL are accepted by the parties and a solution cannot be reached, the case can be taken to court.

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<sup>12</sup> Statistics Portugal is the Public entity responsible for ensuring the production and dissemination of official statistical information. The report can be consulted in:  
[http://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine\\_destaquas&DESTAQUESdest\\_boui=135739962&DESTAQUESmo\\_do=2&xlang=pt](http://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_destaquas&DESTAQUESdest_boui=135739962&DESTAQUESmo_do=2&xlang=pt)

Between April 2011 and October 2012, CITE and the Authority for Labour Conditions developed a project entitled “Tools and methodologies to support labour inspection activities on gender equality at workplace”. This project was designed to train labour inspectors and raise awareness on gender discrimination in the workplace. 94 labour inspectors were trained on gender equality in labour market and a practical guide entitled “Tools to support inspection activities on gender equality at workplace” was drafted.

The Labour Code approved by Law Nr. 7/2009 of 12 February includes a subsection on Equality and Non-discrimination, where provisions regarding the prohibition of discrimination based on sex are included as well as sanctions in case there is a breach of the law. In order to contribute to breaking the stereotypes related with the roles of men and women in labour and in professions, in 2010 CITE participated in the organization of a project that aimed at dealing with the occupation segregation on the grounds of sex.

### **Annual report of the Government on the progress of the equal opportunities for women and men at work, employment and vocational training**

According to Law Nr. 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.

The Annual Reports on the progress of equal opportunities between women and men at work, employment and vocational training covering 2006-2008, 2009, 2010, 2011 and 2012 demonstrate that inequality between women and men is still present in the Portuguese labour market. Nevertheless, there is a positive shift in some areas. The main conclusions of these reports point to a convergence between the female and masculine activity and employment rates, which are the product of an increase in the female rates and a decrease in the male rates. Also, women are still more exposed to unemployment, although male unemployment suffered a more pronounced increase from 2008 onwards. Men and women tend to focus on certain professions and activity sectors, and women tend to occupy lower categories and have less access to direction or management positions, despite the high academic background rate among women. In management and direction positions, a significant asymmetry between men and women persists. Women represent about 1/3 of the high positions in the public administration, direction and management positions in companies. The gender pay gap between men and women is particularly significant in the group of highly qualified and educated workers and there is a strong asymmetry in the sharing of non-paid work between men and women. Although the majority of women work full time, they tend to ensure most of the domestic and family care work.

The Portuguese legislative framework protects pregnancy, maternity, paternity, but there are still obstacles in its implementation in the labour market, which reinforces the importance of increasing the monitoring of companies and employing entities.

### **Data**

The crisis affected both men and women in the labour market. There has been a decrease in the employment rates and an increase in the unemployment rates; this last one affects more women than men, as we can see in the next table. (The female unemployment rate increased 0.8 percentage points and the male unemployment rate increased half (0.4 percentage points), between 2012/2013)

There seems to be a narrower gender gap when we look at the rates on this next table:

## General indicators

	2011	2012	2013
Female employment rate from 15 to 64 years	60.4	58.7	58.2
Male employment rate from 15 to 64 years	68.1	64.9	64.0
Female economic activity rate	47.4	47.5	47.2
Male economic activity rate	57.1	56.5	55.8
Female unemployment rate	13.1	15.6	16.4
Male unemployment rate	12.4	15.7	16.1
Female participation rate in the labour force	47.0	47.3	47.6
Female participation rate in employment	46.8	47.3	47.5
Female participation rate in unemployment	48.2	47.2	48.1

Source: Statistics Portugal. *Employment Statistics, annual results.*

## In 2012 and 2013, the work status of the Portuguese population aged 15 + was as follows (in thousands):

	2012 Men	2012 Women	2013 Men	2013 Women
Economically active population	2 897.6	2 597.2	2 824.2	2 565.1
Employed	2 443.6	2 191.1	2 369.9	2 143.6
Unemployed	453.9	406.2	454.4	421.5
Economically inactive population	1 417.5	<b>2 099.2</b>	1 445.2	<b>2 113.1</b>
Students	378.2	405.0	382.7	397.3
Homemakers	5.6	434.8	8.6	421.0
Retired	760.6	831.3	754.4	841.2
Others economically inactive	273.1	428.0	299.4	453.6
Inactive population seeking work but not immediately available	14.1	16.8	12.3	16.1
Inactive population available but not seeking work	97.7	<b>134.4</b>	121.7	<b>156.9</b>

Source: Statistics Portugal. *Employment Statistics, annual results.*

Employed population, by sex and structure according to professional status, work duration, type of contract, 2011-2013

Portugal	SEX	2011	2012	2013	Variation
					2013/2012
		(in thousands)			%
<b>Employed population</b>	<b>MW</b>	<b>4 837.0</b>	<b>4 634.7</b>	<b>4 513.5</b>	<b>-2.6</b>
	<b>M</b>	<b>2 574.5</b>	<b>2 443.6</b>	<b>2 369.9</b>	<b>-3.0</b>
	<b>W</b>	<b>2 262.5</b>	<b>2 191.1</b>	<b>2 143.6</b>	<b>-2.2</b>
Full-time	MW	4 193.8	3 970.6	3 881.7	-2.2
	M	2 299.7	2 147.8	2 087.1	-2.8
	W	1 894.1	1 822.8	1 794.6	-1.5
Part-time	MW	643.3	664.1	631.7	-4.9
	M	274.8	295.9	282.8	-4.4
	W	368.4	368.2	349.0	-5.2
<b>Employee</b>	<b>MW</b>	<b>3 815.2</b>	<b>3 628.4</b>	<b>3 541.0</b>	<b>-2.4</b>
	<b>M</b>	<b>1 936.8</b>	<b>1 819.9</b>	<b>1 768.3</b>	<b>-2.8</b>
	<b>W</b>	<b>1 878.4</b>	<b>1 808.5</b>	<b>1 772.6</b>	<b>-2.0</b>
Full-time	MW	3 536.1	3 334.5	3 244.6	-2.7
	M	1 862.1	1 735.0	1 684.5	-2.9
	W	1 674.0	1 599.5	1 560.0	-2.5
Part-time	MW	279.1	293.9	296.4	0.9
	M	74.7	85.0	83.8	-1.4
	W	204.4	<b>209.0</b>	<b>212.6</b>	<b>1.7</b>
<b>Type of contract</b>					
Indefinite	MW	2 967.5	2 878.6	2 779.8	-3.4
	M	1 510.6	1 440.0	1 389.1	-3.5
	W	1 456.9	1 438.6	1 390.7	-3.3
Temporary	MW	707.2	<b>617.9</b>	<b>629.2</b>	<b>1.8</b>
	M	352.6	318.9	318.5	-0.1
	W	354.6	<b>299.0</b>	<b>310.7</b>	<b>3.9</b>
Others	MW	140.5	131.9	132.0	0.1
	M	73.5	61.1	60.8	-0.5
	W	67.0	70.8	71.2	0.6

## Critical Area G. Women in Power and Decision-making

The Portuguese Constitution (CRP) recognizes the right of every citizen to “take part in the political life and the direction of the country’s public affairs” (article 48, nr. 1) and to “possess the free and equal right to stand for any public office” (article 50, nr. 1). The CRP enshrines the principle of equality regardless of one’s sex and the promotion of equality between men and women as a fundamental task of the State (Arts 13 and 9 (h)). Since the 1997 revision, article 109° establishes that the direct and active participation of men and women in the political life is a condition and fundamental instrument of consolidation of the democratic system, and that the law should promote equality in the exercise of the civil and political rights and the non-discrimination on the basis of sex in the access to public office.

### Political participation

In 2006, the Parity Law (Lei da Paridade) was adopted establishing quotas for the participation of women and men in the lists of candidates for election. It states that any list of three or more candidates, for Parliament, the European Parliament and for Local Authorities must ensure a minimum participation of 33% of each sex. In the cases of lists of candidates for election to the councils of civil parishes with 750 or fewer voters and

municipalities with 7500 or fewer voters, the rule does not apply. The candidates' lists should not have more than two persons of the same sex successively.

In this context, in the revision carried out in 2008 of the Law of the Political Parties (Lei Orgânica nº 2/2003, of 22 August), the statutes of the political parties must ensure a direct, active and balance participation of women and men in the political activity and ensure the non-discrimination on the basis of sex in the access to party organs and the candidatures presented by the political parties.

In 2011, the share of women in decision-making positions in politics was 26,5% in national parliament and 17% in national government. The President of the Parliament is a woman, and one of the 12 parliamentary committees is chaired by a woman.

In the municipal elections of 2013, 7,5% of the elected Mayors (“Presidentes da Câmara”) were women (23 out of 308). In the election for the European Parliament, in 7 June 2009, 36.4% of the members elected were women (8 out of 22).

### **Economic decision-making**

In 2012, a Resolution of the Portuguese Council of Ministers was approved, on the 8th of March, aiming to increase the representation of women in decision-making positions in the State-Owned companies, particularly with regard the representation of women and men on boards and supervisory bodies and the adoption of equality plans. Also, the Resolution recommends private companies to approve equality plans. The State-owned enterprise sector companies must report to the member of the Government responsible for gender equality, every six months, the result of the measures implemented. In what concerns private sector companies, and although the Resolution only recommends the adoption of plans for equality and self-regulation measures, it is also Government's intention to monitor improvements in women's representation in their supervisory and executive boards.

In 2013, there was the approval of the Decree-Law No. 133/2013, of 3 October, laying down the principles and rules applicable to the public sector companies, including the General bases of the status of public enterprises. The Decree-Law states, in nº 6 of art. 31º, that each of the administration and supervision bodies of State-owned enterprises must have as objective the plural presence of men and women in their composition.

Regulators framework law (law nº 67/2013, 28 August) which provides that the nomination of the Chairman of the Board of Directors shall ensure the alternation of gender, and the provision of other members of the Executive Board guaranteeing the minimum representation of 33%, of each sex.

Also, in the V National Plan for Gender Equality (2014-2017), Strategic Area 3 — Economic Independence, Labour Market and Organisation of Professional, Family and Personal Life, there are 3 measures aiming:

41) To strengthen the implementation of plans for equality in private companies.

42) To monitor the enforcement of the legal regime of the State enterprise sector regarding the implementation of plans for equality and the representation of women on boards.

43) To use the representativeness of women on boards of State-owned companies as decision criterion in the selection of projects applying for funding under the Cohesion policy.

This strategic area seeks, inter alia, to strengthen the mechanisms to improve women's access to economic decision-making.

#### **Data**

Female participation rate in some official bodies (2012): Constitutional Court 46,2%; Council of State 10,5%; Supreme Court of Justice 8,2%; Higher Council of the Public Prosecution Service 21,1%; Economic and Social Council 17,4%; National Educational Council 29,2%; National Council of Ethics for the Life Sciences 33,3% and National Sports Council (2011) 8,8%.

In 2012, the share of women representation by professional groups: Senior Public Administration officials, company directors and senior executives - 34,5%. For the first time a woman has been appointed Attorney-General by the President of the Republic, becoming the head of Public Prosecutor Office (MP).

The share of women in major quoted companies (members of the board including president) was 9% in 2013.

#### **Critical Area H - Institutional Mechanisms for the Advancement of Women**

The Commission for Citizenship and Gender Equality– CIG

CIG is a governmental mechanism for promoting gender equality. It is an official department under the Office of the Presidency of the Council of Ministers and is accountable to the Secretary of State for Parliamentary Affairs 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 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.

### **Critical Area I - Human Rights of Women**

The Constitution of the Portuguese Republic, which has already been submitted to seven revisions of its original text, establishes a sovereign democratic State based on the rule of law, the primary purpose of which is to build a freer, more just and fraternal society.<sup>13</sup>

The Portuguese State is equally based on the sovereignty of the people, the dignity of the human person and the inherent principle of equality before the law, which determines that everyone is entitled to equal rights and freedoms, without distinction of any kind, "such as ancestry, sex, race, language, territory of origin, religion, political or ideological convictions, education, economic situation, social condition or sexual orientation."<sup>14</sup>

The Constitution of the Portuguese Republic enshrines the promotion of equality between men and women as a fundamental task of the State (Article 9 – Fundamental Tasks of the State). Article 109 (Political participation of citizens) also states that "Direct and active participation of men and women in political life is a condition and fundamental instrument of the consolidation of the democratic system and the law must promote equality in the exercise of civic and political rights and non-discrimination based on sex in the access to political office".

The Human Rights of Women are fully respected.

### **Critical Area J - Women and the Media**

In legal terms, subparagraph (d) of paragraph 2 of article 7 of the Advertising Code stipulates the prohibition of all advertising containing any discrimination with regard to race, language, territory of origin, religion or sex. The responsibility for ensuring this prohibition lies within the Directorate General for the Consumer and the regulatory authority for the media.

#### **The award "Parity - Women and Men in the Media"**

The award "Parity - Women and Men in the Media" is granted yearly since 2005 by the Portuguese national mechanisms for equality of women and men, now the Commission for Citizenship and Gender Equality (CIG) and has so far distinguished several works, as well as journalists in Portugal.

The award applies to journalistic, creative or other media products, whether on paper, video, digital and audio support. It aims to raise the awareness among media professionals to the importance of journalistic work on the issue of gender equality and non-discrimination.

The works competing for this award must promote equality of women and men, favor a gender equality friendly environment and contribute to:

- disseminate balanced, non-stereotyped and diversified images of women and men;
- stimulate a wider representation of women in media production and in decision-making;
- produce and disseminate works focusing on women in leadership positions;

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<sup>13</sup> Constitutional Law 1/2005, of 12 August. Available in English at: [http://app.parlamento.pt/site\\_antigo/ingles/cons\\_leg/Constitution\\_VII\\_revisao\\_definitive.pdf](http://app.parlamento.pt/site_antigo/ingles/cons_leg/Constitution_VII_revisao_definitive.pdf) and in French at [http://app.parlamento.pt/site\\_antigo/frances/const\\_leg/crp\\_franc/CRP\\_VII.pdf](http://app.parlamento.pt/site_antigo/frances/const_leg/crp_franc/CRP_VII.pdf).

<sup>14</sup> Articles 2 and 13 of the Constitution of the Portuguese Republic.

- disseminate information aimed at increasing the awareness of the general public on the human rights women's,
- foster the emergence of gender specialists in the area of the media, possessing the skills to make social, economic, cultural and political analyses that include a gender perspective.

### **Ongoing training addressed to media professionals on “Gender and Information”**

The Commission for Citizenship and Gender Equality (CIG), the Portuguese national mechanism for equality of women and men, has been promoting in partnership with the Professional Training Center for Journalists (CENJOR)<sup>15</sup> a 12 hours training module entitled “Gender and Information” addressed to journalists with a professional title. This training is provided by journalists and/or researchers in the areas of gender and the media.

These training sessions aim at raising the awareness of media professionals to the gendered nature of information and the media and to enable them to develop a gender sensitive and gender inclusive professional practice. Training fosters a critical-reflective attitude in participants leading to more rigorous and deeper journalistic works in the field of gender equality and non-discrimination.

Training focuses on the following contents: the social construction of gender, equality and the status of women in Portugal; gender equality legislation and national and international commitments; the gender perspective applied to information; discourse, gender and deontology; the women's dimension in events; assigned roles and approaches, the growing feminization of Portuguese journalism; labor issues, new topics, new sources and new perspectives; gender-based violence as an expression of power asymmetries between men and women; violence against women (the case of female genital mutilation); domestic violence as an example of gender-based violence; the media coverage of homicide in the context of intimate relationships.

The conjunction of some key elements contributes to make this initiative a good practice, namely:

- a) the profile of the trainers - the trainers are persons with a renowned expertise in their areas of work and with a very consolidated gender perspective in their professional practice,
- b) training contributes to deconstruct gender stereotypes,
- c) training includes the presentation and critical analysis of real and current examples of gender discriminatory news,
- d) it provides very practical guidance on how to develop a gender sensitive professional performance,

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<sup>15</sup> - The Professional Training Center for Journalists (CENJOR) is based on an agreement between the Employment and Professional Training Institute (IEFP), the Cabinet for the Media (GMCS), the Journalists Trade Union, the Daily Press Association (AID) and the Portuguese Press Association (APIMPrensa). All these entities are represented in the organic structure of CENJOR. This training center provides training in the areas of the press, radio, television, photography, multimedia, and personal development. It also organizes, in cooperation with other entities seminars and training aimed at specializing professional journalists in thematic areas presenting a journalistic interest.

- e) it makes available information regarding the multiple dimensions of gender inequality in the various spheres of social life which can be newsworthy issues.

We can say that the profile of the trainers is one of the key factors for the success of this initiative. The training sessions rely on four trainers with very specific profiles.

Two of the trainers are responsible for two major observatories on gender and media:

- One trainer is the researcher responsible in Portugal for the international Global Media Monitoring Project.
- The trainer responsible for the issue of gender-based violence is a coordinator of the Observatory of Murdered Women, a structure created in 2004 by UMAR, a Gender Equality NGO. The Observatory analyzes all journalistic works and news in the press focusing on homicide cases in the context of intimate relationships.

One of the trainers is the President of the Deontological Council of the journalists Trade Union. The fourth trainer is a journalist of recognized merit in Portugal, renowned for her work and reflection on gender equality. Having been the first woman television reporter on war scenes and one of the first to hold a leadership position in the state television, she uses much of her professional experience to reflect critically with a gender perspective.

### **Awareness-raising addressed to university students of journalism – “Are news gendered?”**

The Commission for Citizenship and Gender Equality (CIG) has been promoting an initiative entitled "Are news gendered?" in close cooperation with some higher education institutions that offer degree diploma courses in media/journalism. This initiative consists of a 3 hour session promoted by a journalist renowned for her work and reflection on gender equality in Portugal.

These awareness-raising 3 hours sessions take place in the student's everyday environment and occupy no more than one class period of time. Their teachers are also invited to participate as well as the department responsible for the area (media /journalism) with whom an effective relation of partnership is established for the organization of the initiative.

Being a professional reference and a skilled communicator, the trainer involves a significant number of students and communicates in an informal way, reporting experiences, always contextualized and approached with a gender perspective, without neglecting the scientific foundations of her propositions. The type of communication established and its adaptation to the target audience are considered to be fundamental aspects for the success of this practice.

The V National Plan for Equality 2014-2017 has 3 measures aiming at:

- a) To raise awareness among the communication sciences professionals and students regarding the importance of the production of media content about gender equality and non-discrimination.
- b) To monitor media contents (in journalism and advertising) in a permanent and systematic way, identifying sexist and stereotypical messages.

c) To create a content, in partnership with media companies, for a television programme about gender equality and non-discrimination.

### **Critical Area K – Women and the Environment**

The Commission for Citizenship and Gender Equality, in 2008/2009, carried out a «Diagnostic study and creation of gender indicators and the construction of a guide for gender mainstreaming in the area of the environment and territory», in order to create a better understanding of the implications of the inclusion of the gender equality dimension in the areas of the environment and territory. The study laid out the current situation on gender relations in the areas that are most closely articulated with the environment and territory, and recommends the use of a set of indicators that will help to understand the specific situation of gender equality in Portugal in these areas and to produce the information necessary to create a guide for gender mainstreaming in these areas.

The V PNI (2014-2017), in its Strategic Area 2 – Promoting Equality between Women and Men in Public Policies –, has a strategic goal which aims to integrating the gender equality dimension into the policies of environment, spatial planning and energy. It has 3 measures aiming:

a) To create funding conditions for women within support programmes in the fields of the environment, spatial planning, urban planning and energy, and promote a greater use of financial incentives by women.

b) To promote studies on the gender-energy and gender-environment relationship, particularly in the fields of climate change and effective resources management.

c) To promote gender equality mainstreaming in the environment, spatial planning and energy policies, plans and programmes implemented by MAOTE (Ministry for Environment, Spatial Planning and Energy), identifying win-win opportunities and measures to promote gender equality and equal opportunities, environment protection and economic growth.

### **Critical Area L –The Girl-child**

CIG published, between 2008 and 2012, the Guides “Gender and Citizenship. These Guides are addressed to teachers from pre-school up to 3<sup>rd</sup> Cycle, with the main purpose of mainstreaming gender equality within educational establishments, thus gradually eliminating gender stereotyping. The Guides were designed to contribute to an effective integration of the gender dimension across the curricula. In addition, training is offered to teachers to ensure a real impact in the implementation process.

The V National Plan for Gender Equality has a measure aiming at draft a Guide for the secondary level.

The main purpose of the Educational Guides is to mainstream consideration of gender in formal educational practices within educational establishments, thus gradually eliminating gender stereotyping. The Guides were designed to contribute to an effective education for citizenship for girls and boys with a strong gender dimension, ensuring that it became a cross-cutting initiative in the national curriculum.

The project began in the school year 2008-09. All the Guides are being implemented and both CIG and the Ministry of Education will monitor their application in several school clusters to ensure a wide use of the Guides.

### **Measures to eliminate all forms of violence**

With regards Domestic violence, several initiatives were undertaken in articulation with the education system and the youth organizations and the youth movement, including awareness-raising initiatives in schools to combat violence within courtship relationships and the introduction in school curricula, from the earliest grades, of modules and references relating to gender equality and to domestic and gender-based violence. Guidelines on community policing address awareness-raising activities in school communities to prevent and combat all forms of violence against women. In 2013, the national Law on Domestic Violence (Law Nr. 112/2009) and the Penal Code were updated to include and consider violence on dating relationships as domestic violence. Also, regarding awareness raising initiatives, the annual campaign on this issue (2012/2013) was fully dedicated to the damages and costs of indirect domestic violence on children.

Thus, the consolidation of victim's protection system is sought through such measures as: provision of shelters to victims and their children within existing social responses; provision of emergency shelter to victims and their children and facilitation of victims' access to housing. Other measures include the priority access of children of victims of domestic violence to child support services.

CIG carries out various awareness-raising sessions on domestic violence, in particular violence in dating relationships, and on gender-based violence in schools. Awareness-raising campaigns also took place in schools, involving students and teachers in written and graphic works, among others, on the issue of violence, as these activities were considered the best form of primary prevention.

Contest "Our school for Nonviolence".

This was an initiative promoted by CIG in collaboration with the Directorate-General for Innovation and Curriculum Development (DGIDC) within the framework of the national campaign against domestic violence: prevention of violence in dating relationships and ran from October 2008 until the end of the academic year 2008/2009.

This contest intended to reward awareness raising products produced by students of the 3rd cycle of basic education and Secondary education that emphasize the spread of information against all forms of violence in intimate relations contexts, giving particular emphasis to those substantiated by gender reasons.

Consisted in the design and presentation of products and awareness-raising activities to promote the establishment of joint and balanced interpersonal relations, based on mutual respect, while a necessary condition for the Elimination of gender violence in the relationships of intimacy.

The contest has reached more than 250 schools across the country, involved more than 5.000 students and resulted in the presentation of 500 proposals.

Contest "Think affections Live in Equality"

The contest “Think affections Live in Equality” ran in the school year 2009/2010, aimed to reward products and raising awareness actions, produced by students of the 1st, 2nd and 3rd Cycles of basic education and Secondary education, that emphasized the spread of information against all forms of violence on affective relations contexts, giving particular emphasis to those on the grounds of gender. The objective was to help children, adolescents and young people develop healthier relationships and become protagonists of active citizenship.

The contest has reached more than 130 schools across the country.

#### Project "Date with Fair Play"

The project "Date with Fair Play", of the responsibility of the Portuguese Institute of Youth, in partnership with the Directorate General of Education, aims the prevention of violence in dating. This project takes place in five regions, namely: North, Centre, Alentejo, Algarve and Lisbon and aims to set up a Group of Local Animators, composed of volunteers aged between 16 and 25 years who will develop and streamline projects, directly with young people in schools from 3<sup>rd</sup> Cycle to Secondary school. Project objectives are: to prevent the victimization of young people and violence related to gender inequalities, closely associated with the processes of socialization; combat, effectively, violence in dating relationships ; eliminate gender stereotypes by promoting a culture of non-violence, citizenship, social and interpersonal relationships that allow gender equality and opportunities, changing perceptions, practices and behaviour with regard to situations of domestic violence.

Regarding legal measures to prohibit all forms of harmful traditional practises, i.e. female genital mutilation, Portugal has an article in the Penal Code that punishes all kinds of mutilation affecting sexual fruition, thus including female genital mutilation. Also, Portugal approved the III Program of Action for the prevention and elimination of FGM (2014-2017).

The V National Action Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 has measures addressed to children:

- a) To conduct information and awareness raising programmes on domestic and gender-based violence, particularly directed at the education community, especially addressing the issues of bullying, violence through the new information and communication technologies and teen dating violence.
- b) To elaborate and disseminate guides and other information and pedagogical material aimed at the education community addressing the domestic and gender-based violence theme.
- c) To promote actions for the prevention of different manifestations of violence and for eliminating exclusions of children in school.
- d) To boost groups of young animators, composed of volunteers, aimed at preventing teen dating violence.

Portugal changed, in 2013, the article of the Penal Code regarding trafficking in human beings (article 160º). Currently, besides sexual and labour exploitation and removal of organs, it is included begging, slavery and the exploitation of criminal activities. It is expressed, in this article, that the consent of a victim of trafficking in human beings is irrelevant. Some new aggravating penalties were included. In the second National Action

Plan against Trafficking in Human Beings, it was included specific measures for minors to combat this reality, highlighting measures directed to the begging of minors.

The III National Action Plan to Prevent and Combat Trafficking in Human Beings 2014-2017 has 2 measures addressed to the protection of children:

- a) To develop action protocols for the prevention, detection and protection of children victims of trafficking.
- b) To implement standardised assistance protocols for victims of violence, including trafficking in human beings – screening, diagnosis, referral and intervention – in the entire hospital and primary care network, being one of the objectives the specification of the referral of children victims of trafficking in the Health Act for Children and Youngsters at Risk protocols.

CIG promoted the first governmental campaign against homophobic bullying. The campaign was launched in the 9th July 2013. The main goal of the campaign was to promote a change of attitude, raise the population awareness to the hostile effects that homophobic bullying causes on their victims. The aim was the eradication of homophobic and transphobic violence of Portuguese society, reducing the social costs and eliminating the suffering of those who are the victims of such violence, as well as family and friends. This campaign was mainly targeted to youth. ([www.dislikebullyinghomofobico.pt](http://www.dislikebullyinghomofobico.pt)).

Concerning education, the Portuguese Government is committed to ensure that all children and young people complete successfully the compulsory education (secondary education or 18 years). One of Portugal's top priorities has been to tackle the problem of early school leaving.

Portugal has shown a strong improvement on the rate of early leavers from education and training, from 43.6% in 2000 to 19.2% in 2013. Despite the rate in 2012 at 20.8% being the third highest in the EU (average 12.7%), it is one of the most notorious improvements registered in the EU regarding the reducing of early school leaving.

**Rate of early school leavers by sex**

Ano	Total	Masculino	Feminino
2009	31,2%	36,1%	26,1%
2010	28,7%	32,7%	24,6%
2011	23,2%	28,2%	18,1%
2012	20,8%	27,1%	14,3%
2013	19,2%	23,6%	14,5%

Source: Eurostat (UOE, LFS)

On the issue of **sexual and reproductive health and rights**, a vaccine to prevent Human Papilloma Viruses (HPV) was introduced in the National Health Vaccination Plan for all girls in the year of their 13th birthday.

b) Describe the **obstacles, gaps and challenges since 2009 in implementing the critical areas of concern**. Were there any **countercyclical measures introduced in your country since 2009 to mitigate the consequences of global economic and financial crisis**? If so, did these measures incorporate a gender perspective and/or include women as a targeted group?

In the first half of 2011, Portugal requested financial assistance from the EU, the euro zone Member States and the International Monetary Fund (IMF), also known as “Troika”. An Economic Adjustment Program was negotiated, in May 2011, between the Portuguese authorities and officials from the European Commission (EC), the European Central Bank (ECB) and the IMF. The Economic Adjustment Program for Portugal includes a joint financing package of €78 billion. Portugal signed a ‘Memorandum of Understanding on Specific Economic Policy Conditionality’ that resulted from the negotiations with the troika. The memorandum constitutes the framework for the further economic, social and employment policies. To date, Portugal has not assessed the impacts of the cuts in public spending from a gender perspective, neither of the individual measures nor of their cumulative impact.

The austerity measures adopted in the framework of the EFAP have a strong impact in the lives of most of the people living in Portugal. Throughout the crisis, the Portuguese Government has remained deeply committed to implementing its human rights obligations and minimizing the impact of the crisis, particularly on the most vulnerable persons.

- Social Benefits

Despite the economic and financial crisis, Portugal was able to maintain or to preserve a wide range of social benefits, which, in most cases are cumulative for the most vulnerable families and children. These benefits are: childcare benefit, prenatal childcare benefit, Social Insertion Income, school social programme, scholarships. There are also benefits for the disabled, such as relevant supplements and a subsidy to attend special education institutions. Furthermore, the Government has been funding a growing network of social facilities and services: the financial contribution to cooperation agreements was increased by 2.6%, for the two-year period of 2013-2014.

- Social Emergency Programme

To mitigate the social impact of austerity measures, Portugal set up a four-year Programme in October 2011, called the Social Emergency Programme (PES).

€630 million were allocated to the Programme.

PES shall cover approximately 3 million people.

This Programme aims to combat social deprivation in Portuguese families facing unemployment, employment insecurity, over-indebtedness, social and family dysfunctions.

The Programme seeks to address the most urgent cases and to mobilise the necessary resources and instruments.

The effective involvement and participation of a national solidarity network (State, local authorities, civil society organisations) are fundamental in the different decision-making and implementation phases.

- Some other measures are worth highlighting:

(i) Unemployment benefits have been increased by 10% for couples where both partners are unemployed and have dependent children; Vocational Traineeships and Employment Traineeships have been created; a network of social canteens has been created; a social housing rental market has been created for families facing difficulties in paying mortgage loans;

(ii) a National System of Early Child Intervention has been put in place; the number of local Committees for the Protection of Children and Young People has been increased; the effectiveness of social services for children and families has been enhanced, for example 13,000 new child care places for children under 3 were created;

(iii) A number of measures related to social economy have been put in place. For example, a special Credit Line to support social institutions to raise the number of places available in Nurseries and Residential Structures.

(iv) Active measures of employment gave increased financial support (60% of the monthly remuneration of the worker) to the recruitment of women with low qualifications (Medida Estímulo 2012, Order 45/2012, 13th February). Medida Estímulo 2013, Order 106/2013, and 14<sup>th</sup> March: this new measure increased financial support (60% of the monthly remuneration of the employee) for hiring low-skilled women and workers from the less represented sex in sectors of activity gender stereotyped. This measure also provides a more favorable regime for the unemployed responsible for single parent family. Similar measures were also approved for combating specifically seasonality problems in Algarve region.

(v) There are a number of programmes and measures to promote employment, with its own laws and regulations, designed and adapted to different groups, including young people, people with disabilities and unemployed in general, with a view to promoting their employability and their integration into the labour market, as well as, the promotion of entrepreneurship, through support for creation of own job or company.

(vi) Social Development Local Contracts (CLDC) aim to promote the social inclusion of citizens, in a multi-sectorial and integrated manner, through actions carried out in partnership to combat persistent poverty and social exclusion in territories that are depressed. The CLDC contemplate a management model that provides funding to projects selected centrally (no for any longer period of applications to the program), privileging territories identified as most vulnerable, defined by order of the Member of Government responsible for the area of Social Security. Each project must include compulsory intervention actions that respond to diagnosed needs. The program applies to the entire national territory and is addressed to resources in the following areas of intervention: • Employment, training and qualification; • Family and parental Intervention; • Community empowerment and institutions; • Information and accessibility.

c) Have austerity policies/measures, such as tax increases, cuts in public expenditure, or public sector downsizing, been introduced in your country in the aftermath of the 2007/2008 financial crisis? If so, to what extent have they affected the critical areas of concern? Please describe the effects of such measures on key indicators, such as **participation of women and men in social and economic activity, including education, training, participation in labour markets, unpaid work, access to social protection, access to credit, or entrepreneurship.**

See answers to a) and b).

The policies that resulted from the austerity measures contain reforms to promote growth and jobs, fiscal measures to reduce the public debt and deficit, and measures to ensure the stability of the country's financial sector.

### Section Three: Data and statistics

a) Has a core set of national indicators for monitoring progress in gender equality been established? **If so, please provide the indicators in an annex.** Where is responsibility for collecting the data located? If national indicators have not been established, what are the reasons?

Statistics Portugal (INE) collects and disseminates statistics disaggregating data by sex regularly. It is possible to disseminate the information based on individuals disaggregated by sex. The restrictions concern the standards of quality parameters and the duty to keep statistical secret.

Recognizing the recommendations of the 2000 Beijing Platform of Action review and appraisal - Beijing+5, the National Statistical and other national and international strategies, Statistics Portugal (INE), the Commission for Citizenship and Gender Equality (CIG) and the Commission for Equality in Labour and Employment (CITE) signed an agreement of cooperation in March 2004. The main aim of this agreement was to build a database on gender statistics, which integrate the information of different sources and provides data disaggregated by sex.

Statistics Portugal developed a set of indicators for monitoring progress in gender equality. These set of indicators a listed in annex.

In 2014, the indicators are organised in nine themes: Activity Employment and Unemployment; Conciliation employment and family responsibilities; Crime and Violence; Education and Training; Family; Health; Decision making; Population; Social Protection and Social Inclusion. However, database is prepared to receive additional indicators about important and emerging issues. The data base is free of charge and is available in [www.ine.pt](http://www.ine.pt) as thematic file "Gender" It is possible to export data to Excel file.

The selected indicators are derived from different sources:

- Administrative records;
- Population and housing census;
- Labour Force Survey;
- Statistics on Income and Living Conditions - EU-SILC

Statistics Portugal (INE) is responsible for collecting the data.

b) Has data collection and compilation on the Minimum Set of Gender Indicators begun, which was agreed by the UN Statistical Commission in 2013? (The link to the list of indicators is provided in Part III.) If so, what is the status of data collection and compilation? Please describe plans to improve gender-related data collection and compilation at the national level that have been developed. If not, are there any plans at the national level to begin work based on the Minimum Set? Please describe briefly.

In January 2006 was created a Working group on Domestic Violence, coordinated by Statistics Portugal (INE) with the aim of promoting the development of methods for improving data collection on domestic violence,

including all forms of violence: against children, between men and women and against older people . The group was constituted by representatives of INE; CIG, including its Structure of Mission against Violence, CITE; Ministry of Internal Administration (MAI), Ministry of Justice (MJ) and the Portuguese Association for the Support of Victims (APAV) a nongovernmental organization: The report of the working group (January 2007) recommended a list of indicators on domestic violence.

By the end of 2009 was created a Working group on Gender Violence coordinated by Statistics Portugal (INE) for the propose of studying also violence in work context, trafficking of human beings and female genital mutilation. The group was constituted by representatives of INE; CIG, CITE; Ministry of Home Affairs (MAI), Ministry of Justice (MJ), Observatory on trafficking in Human Beings (OTSH), and two nongovernmental organizations: (APAV) and UMAR (Union of Women for Alternatives and Answers). The WG identified a list of indicators on gender violence and concluded that further analyses were necessary to measure the data quality based on different sources. The WG recognized the difficulty in collecting data on trafficking of human beings and female genital mutilation. .

Data collection and compilation on the indicators on violence against women begun before 2013. The administrative records of MAI and MJ are the sources of information (records of policies).

c) Has data collection and compilation on the nine indicators on violence against women, as agreed by the UN Statistical Commission in 2013, begun? (The list of indicators is provided in Part III). If so, what is the status of data collection and compilation? Please describe plans that have been developed to produce these indicators at the national level. If not, are there any plans at the national level to begin work based on these indicators? Please describe briefly.

Statistics Portugal is preparing the information to create domestic violence indicators in Gender Data Base.

d) What processes have been undertaken to collect data on the situation of particular groups of women, such as rural women, older women, women with disabilities, indigenous women, women living with HIV and AIDS, or other groups? Please describe briefly.

The decennial Population and Housing Census carried out by Statistics Portugal (INE) provides information about rural women, older women and women with disabilities by age and type of disabilities and resident foreign population disaggregated by nationality and its demographic and socio-economic aspects.

## Section Four: Emerging priorities

a) What are the **key priorities for action over the next three to five years for accelerating implementation of the Beijing Declaration and Platform for Action and the outcomes of the twenty-third special session of the General Assembly**, and subsequent intergovernmental agreements for the achievement of gender equality and the empowerment of women at the national level?

In its Programme, the XIX Constitutional Government has committed to carrying out public policies within the framework of citizenship and the promotion of gender equality, particularly through the execution of the National Plans; underlines the need for strengthening the combat against violence, appealing to the coordination between all stakeholders and to the improvement of measures for the prevention and protection of victims; and to combating the scourge of trafficking in human beings in an integrated way, improving the

knowledge about the phenomenon, the educational and preventive work with various stakeholders, the protection and assistance to victims and the punishment of traffickers.

Also, in the following Strategic Documents, the Government reaffirmed its commitments in the promotion of gender equality, including by carrying out public policies for equality, emphasizing mainstreaming of gender equality dimension in the policies of central and local administration, in the investment on education sector and in the intervention in the area of equality in employment; underlining the need for coordinated efforts from all stakeholders involved, for a more effective protection of victims of gender-based and domestic violence and a more intense training of the professionals working in the field, either in the investigation and punishment of the crimes, or in direct contact with the victims in support and sheltering structures; and reaffirming the imperative need for coordinated efforts of all stakeholders involved in combating trafficking in human beings, the need for enhancing measures to support victims and the investment on training of professionals involved.

The V National Plan for Gender Equality, Citizenship and Non Discrimination 2014-2017 (V PNI) fits within the commitments accepted by Portugal before different international authorities, in particular within the framework of the United Nations Organisation, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries (CPLP). Due to their relevance, the following can be highlighted: the Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Declaration and Platform for Action, the European Pact for Equality between Men and Women (2011-2020), the Strategy for Equality between Women and Men 2010-2015 and the Europe 2020 Strategy.

The V PNI foresees the adoption of 70 measures structured around seven strategic areas, representing a more systematic effort compared to previous plans. Simultaneously, each measure has been assigned an entity responsible for its execution, as well as the goals to achieve, the outcome indicators and the implementation schedule.

These innovations will certainly translate into a clearer identification of expected results and impacts, also contributing to accelerate the general operationalisation of the V PNI, in line with the recommendations of the external evaluation of the IV National Plan.

THE V PNI focuses around the following strategic areas:

- 1) Integration of the Gender Equality Perspective into the Central and Local Public Administration;
- 2) Promotion of Equality between Women and Men in the Public Policies:
  - 2.1) Education, Science and Culture;
  - 2.2) Health;
  - 2.3) Youth and Sport;
  - 2.4) Social Inclusion and Ageing;
  - 2.5) Environment, Spatial Planning and Energy;
- 3) Economic Independence, Labour Market and Organisation of Professional, Family and Personal Life;

- 4) Sexual Orientation and Gender Identity;
- 5) Non-Governmental Organisations;
- 6) Media;
- 7) Cooperation.

Besides the monitoring and interim assessments, the V PNI should be subject to an independent external evaluation at the end of its term.

The V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 (V PNPCVDG) fits within the commitments accepted by Portugal before the different international authorities, in particular within the framework of the United Nations Organisation, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries. It must be pointed out, due to its relevance and topicality, the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention), emphasising that Portugal was the first European Union country to ratify this international instrument on 5 February 2013.

The V PNPCVDG is specifically based on the assumptions of the Istanbul Convention, expanding its implementation scope, until then limited to domestic violence, to other forms of gender-based violence.

The V PNPCVDG focuses on five strategic areas (in a total of 55 measures):

- 1) Prevention, Awareness-raising and Education;
- 2) Protection of Victims and Promotion of their Social Integration;
- 3) Intervention with the Perpetrators;
- 4) Training and Qualification for Professionals;
- 5) Investigation and Monitoring.

The III National Action Plan to Prevent and Eliminate FGM 2014-2017 that foresees: the strengthening of intervention in some measures that prove to be structural for the challenge of eradicating FGM, namely through training and capacity building of professionals who, in any way, deal with the problem of FGM; the establishment of a database of accredited trainers in the area of gender equality, with the necessary knowledge and tools to deal with this theme in their work, as well as the establishment of a specific multidisciplinary group for replicating training after the programmes developed for healthcare professionals; and a work in a more incisive way with communities at risk, through a more intense mobilisation of non-governmental organisations, especially immigrant associations, whenever possible in a logic of intervention in network.

The III National Action Plan to Prevent and Combat Trafficking in Human Beings 2014-2017 (III PNPCTSH) fits within the commitments accepted by Portugal before different international authorities, in particular within the

framework of the United Nations Organisation, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries.

In this regard, it is important to underline that the III PNPCTSH intends to incorporate the recommendations addressed to the Portuguese State within the report on the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings, approved in 2013 by the Committee of the Parties.

The III PNPCTSH particularly aims to strengthen the victims' referral and protection mechanisms, to improve the cooperation and coordination between public entities and civil society organisations involved, and to adapt the national answer to the new challenges, in particular to the new forms of trafficking and recruitment.

**b) What are your country's priorities and recommendations to strengthen gender equality and the empowerment of women in the current discussions on Sustainable Development Goals and the post-2015 development agenda?**

The main challenges to the development agenda post-2015 continue to be many and the results will be limited if not considering the issues of gender equality and empowerment of women, the elimination of discrimination and the fight against all forms of violence against women and girls, as a clear manifestation of inequality between women and men and as one of the greatest scourges of humanity.

It is necessary to have a strong commitment in fighting all forms of violence against women and girls, including domestic and gender-based violence, sexual and psychological violence and harassment, rape, female genital mutilation, early and child marriages that hinder the full enjoyment of all human rights for women and girls and perpetuates inequalities and discrimination.

Portugal strongly supports a stand-alone Goal on elimination of all forms of violence against women and girls.

Also, Portugal strongly supports a stand-alone goal on gender equality and women's empowerment and mainstreaming gender equality in all other Goals.