

Portugal

Implementation of the Resolution "Women in Development"

- **Strengthening and implementing gender-responsive poverty eradication strategies, including social protection systems, to help ensure an adequate standard of living for women and girls, especially in response to challenges posed by the COVID-19 pandemic (paragraph 10)**

Since the onset of the COVID-19 health crisis, the Government has acted in support of businesses, workers, families, and individuals by reinforcing and expanding social protection programs. Existing social transfers have been adjusted to better respond to the crisis broadening the access of different groups. For example, measures to provide extraordinary financial support for income were created for employees, self-employed workers, domestic workers (which particularly affects women), and for their families, employers, and members of statutory bodies/managing partners, informal workers, and specific social support for professionals in the performing arts.

Concerning combating poverty, were created: within the scope of Family Allowance, improvement of access criteria and the “one-off” allocation of a base value of complementary allowance/year for the first 3 income brackets; the capacity of the Food Program was doubled, as well as simplified the process and eligibility of its beneficiaries; creation of a special scheme for access to the Social Integration Income, its attribution not depending on an insertion contract, training having been encouraged ensuring the accumulation of this benefit with a training grant, and attribution based on income at the time and not the previous 3 months; extension of the minimum subsistence payments whose concession or renewal ended by a certain date; extraordinary suspension of revaluations of the conditions for maintaining social security benefits; granting financial support to people who were not mandatorily covered by the social security scheme and who declared the beginning or resumption of self-employed activity, maintaining it for a minimum of 24 months after the cessation of payment, this support subject to a means-test.

In the area of unemployment protection, temporary and exceptional measures were created for the attribution of the various benefits, namely the reduction of qualifying periods, and the possibility of accessing them for shorter periods and regardless of age or contributory career; temporary and extraordinary extension of the periods for granting benefits, allowing access to other support at the end of the extension; increase in the minimum limit and amount of unemployment benefits, following certain family conditions.

In the area of sickness protection, attribution of occupational disease allowances to employees and self-employed workers in the health sector, prevented from working because of Covid-19, following the rules of that scheme (different from those of sickness benefit), concerning amounts and no waiting period; creation of the Covid-19 sickness benefit, granted without a qualifying period or waiting period, having its value been higher than the normal sickness benefit for a maximum of 28 days, having been in force until the end of 2021.

The employment support policies were swiftly put in place and adjusted throughout the year, allowing for a less negative reaction from the labour market.

The [National Strategy to Combat Poverty 2021-2030](#) (ENCP) assumes poverty as a complex and multidimensional phenomenon requiring an integrated action of the different sectoral areas in the field of public intervention. It is structured in six strategic axes of action: (I) to reduce poverty in children and young people and their families; (II) to promote the full integration of young adults into society and the systemic reduction of their risk of poverty; (III) to enhance employment and qualification as factors for eliminating poverty; (IV) to strengthen public policies on social inclusion, promote and improve social integration and social protection of disadvantaged people and groups; (V) ensuring territorial cohesion and local development; and (VI) to make the fight against poverty a national plan.

- **Increasing investments in and implementation of gender-responsive policies and programmes for full and productive employment and decent work for all women, including their participation in and access to labour markets, and addressing women’s disproportionate job losses during the COVID-19 crisis (paragraphs 31 and 32)**

During the COVID-19 crisis, the [Decree Law No. 10-A/2020, 13 of March](#), among other measures, established an exceptional family support for caring and assisting children or other dependents under the age of 12, or, regardless of age, with a disability or chronic disease, resulting from suspension of educational and non-educational activities, that was mainly given to women (81%). This measure addressed employees, self-employed own-account and domestic workers of both sexes, impacting mostly women.

Also, active labour market policies (ALMP) were adapted to respond to the economic and social impacts of pandemic. The preservation of employment and the progressive recovery of economic activity emerged as priority axes of the Economic and Social Stabilization Program, approved by the [Resolution of the Council of Ministers No. 41/2020, of 6 June](#).

In this context, several measures were implemented, all of them increasing the support granted to companies that enrol victims of domestic violence and part of them increasing the support granted to women. The programme ATIVAR.PT – Enhanced Support Program for Employment and Professional Training, was designed to support hiring and traineeships. This programme includes the following measures:

- [Traineeships ATIVAR.PT](#), with 9 months, non-extendable (except in some circumstances, including for victims of domestic violence, where the length may be extended to 12 months), with a view to promoting the integration of young people in the labour market or the professional reconversion of unemployed. The contribution to companies that promote this measure is increased by 15% in the case of enrolment of victims of domestic violence. It includes an employment bonus, awarded to the employer, if a permanent employment contract is concluded with the trainee, within a maximum period of 20 working days from the date of completion of the traineeship. The value of the employment bonus is 2 times the monthly base remuneration provided for the trainee, up to a limit of 5 times the value of the Social Support Index (IAS), which may be increased by 30% when the trainee belongs to the less represented sex in the professional activity.

- [Incentives ATIVAR.PT](#) are financial support to employers who sign open-ended or fixed-term employment contracts, for a period equal to or greater than 12 months, with unemployed persons registered with the PES, with the obligation to provide professional training to contracted workers. This support is increased by 10%, when the person hired is a victim of domestic violence, and by 20% (fixed-term) or 30% (open-ended) when the person hired belongs to the less represented sex in the professional activity. It also includes an employment bonus given to the employer when a fixed-term contract is turned into an open-ended contract. The amount of this bonus corresponds to twice the monthly base salary, based on the value provided for in the contract, up to a limit of 5 times the value of the IAS, which may be increased by 30% when the employee belongs to the less represented sex in the professional activity.

In January of 2022, it was created the measure [Commitment to Sustainable Employment](#), through the [Order No. 38/2022, of January 17](#), amended by [Order No. 106/2022, of March 3](#), that replaced the Incentives ATIVAR.PT. This is an exceptional and transitory measure, financed through the Recovery and Resilience Plan (RRP), consisting of granting, to the employer, financial support for the permanent hiring of unemployed persons registered with the PES, combined with financial support for the payment of social security contributions, in the first year of validity of the contracts supported. The employer is also obliged to provide professional training to contracted workers. The amount of the hiring support is 12 times the value of the IAS, which may be increased by 30% when the employee belongs to the less represented sex in the professional activity.

The [Law No. 83/2021, 06 of December](#), amended the telework regime and extending the right to exercise the professional activity in a teleworking regime to workers with a child up to 8 years of age, in case of:

- both parents are able to exercise their activities in a teleworking regime, for successive periods of the same duration, within a maximum reference period of 12 months;
- Single-parent or situations in which only one of the parents is, demonstrably, able to exercise the activity in telework regime.

In these cases, the employer cannot oppose the request.

- **Promoting the transition of women from informal employment to formal employment, including access to decent work, improved wages, social protection and quality childcare (paragraph 11)**

i. Law No. 2/2020, of 31 March (State Budget, 2020) and Order no. 271/2020, of 24 November - defines the specific conditions of the principle of free day care attendance, in compliance with the provisions of paragraph 1 of article 146 of Law no. 2/2020, of 31 March. In the wake of the principles recommended in the Basic Law of the Social Security System, approved by Law no. 4/2007, of 16 January, amended and republished by Law no. 83-A/2013, of 30 December, a set of birth support measures, namely the free attendance of day care for all children whose families, regardless of the number of children, are included in the lower income brackets of the family contribution.

ii. The renewed Social Facilities Network Extension Programme (PARES 2.0 – 2nd Generation) was established by Order No. 290/2019, of 5 September. It aimed at supporting the development, consolidation and improvement of the social facilities network, which includes among other social facilities, childcare centres and occupational activity centres. 15 contracts were signed for the construction or rehabilitation of crèches. In general, 915 vacancies were covered. The investment was around 11.1 million euros, of which 5.9 million euros are supported by public funding. These contracts had a total allocation of 37 million euros. Furthermore, in 2020, and due to COVID-19 consequences on children and families, a 3rd Generation of PARES was launched (PARES 3.0 – 3rd Generation) by Order no. 201-A/2020 with a total amount budget of 110 million euros.

iii. Law No. 100/2019, of 6 September, approves the Statute of the Informal Caregiver, amends the Code of Contribution Schemes of the Social Security Welfare System and Law No. 13/2003, of 21 May.

- **Prohibiting all forms of discrimination against women, including in the world of work, including against women facing multiple and intersecting forms of discrimination, such as migrant women and women with disabilities (paragraphs 16, 43, 44, 47)**

Since the entry into force of [Law No. 60/2018](#), of August 21, the Commission for Equality in Labour and Employment (CITE) has received five information requests regarding pay discrimination and two cases concerning allegations of pay discrimination based on sex, one concerning a male worker and the other a female worker.

CITE had issued a binding opinion regarding the male worker case, where it concludes that there is evidence of wage discrimination based on sex. CITE notified the worker and the employer of its binding opinion, so that the latter can justify the evidence of discrimination or present corrective measures adopted, within 180 days. As the employer failed to do so, the CITE opinion was sent to the labour inspectorate, under paragraph 7 of article 6 of Law No. 60/2018.

Regarding the case presented by the female worker, CITE binding opinion also concluded that there was evidence of wage discrimination based on sex. The deadline for the employer to justify this evidence or to present corrective measures adopted within 180 days, is running, under paragraph 6 of article 6 of the Law No. 60/2018.

Since August 2019, any worker/trade union representative may request to the CITE to issue a binding opinion on a situation of alleged remuneration discrimination and companies must have a transparent remuneration policy based on the objective evaluation of job components (in case of allegation of discrimination, it is incumbent on the company to demonstrate its transparent and objective remuneration policy).

- **Promoting and protecting women's labour and human rights in the workplace through targeted measures, including universal minimum wage, social protection and equal pay for work of equal value, reducing occupational segregation and gender pay gaps and ensuring collective bargaining and recruitment, retention and promotion of women (paragraph 28)**

Examples of policies and measures implemented:

- the [Action Plan for Equality between Women and Men](#) (PAIMH) one of the 3 Actions Plans under the National Strategy for Equality and Non-Discrimination 2018-2020 (ENIND), aims to achieve governance that integrates the fight against discrimination on grounds of sex and the promotion of equality between men and women in policies and actions at all levels of public administration, as well as to ensure the conditions for the full and equal participation of women and men in the labour market and professional activity;
- the Program [Impulso Jovens STEAM](#) aims a combatting professional segregation in STEAM area, particularly by attracting girls and women to the fields of engineering and technology;
- the measure [Promotion of Gender Equality in the Labour Market](#) provides financial support to the employer when hiring unemployed of the sex underrepresented in a given profession when there is no representation of 33.3% concerning one of the sexes in that profession. The main objective of this measure is to promote the free choice of a profession without any gender constraints and to encourage employers to actively participate in achieving a greater gender balance in their working environments;
- the [UPskill Program](#) appeals to all women to start a new career in ICT. During the selection process, it is also foreseen that in case of a tie, preference will be given to women;
- the [agreement](#) signed between the Institute of Employment and Vocational Training (IEFP) with Google and the APDC - Portuguese Association for Communications Development, for the free attribution of 3,000 licenses for online courses in the IT area. The rules for its attribution define that 50% of the vacancies are destined for women and also that 50% of these vacancies must be occupied by people living outside the districts of Lisbon and Porto. The aim is to foster gender equality and promote the development of skills outside the major urban centres.
- **Recognizing, reducing and redistributing women’s and girls’ disproportionate share of unpaid care and domestic work and representing and rewarding women’s paid care work, especially given the increases in the unequal burden on women and girls during the COVID-19 period (paragraphs 29, 33 and 44)**

The project ‘[The value of unpaid work of women and men – care and domestic work](#)’ was developed by a research team at Centro de Estudos para a Intervenção Social (CESIS) in partnership with the [Commission for Equality in Labour and Employment](#) (CITE) (Portugal) and the Institutt for Samfunnsforskning (Norway). The timeframe for the project was 18 months ending in February 2022. The project received funding from the EEA and Norway Financial Mechanisms 2014-2021, and was focused on studying the value of unpaid work (domestic work and care work).

Bellow we summarized the main conclusions of this project:

i. Current and estimated future size of the consumption of unpaid work in Portugal:

In 2030, the relative weight of unpaid care provided by families, and within these especially by women, will decrease from 44% to 34.5% of care consumption needs, however, families will continue to play the leading role in this field. In contrast, all other intervening sectors would see their relative weight increase: slightly, in the case of the market, from 14% to 15.5%; more markedly, in the case of civil society organisations, from 21% to 24%; and, mainly, in the case of the State, from 20.5% to 26%.

Experts consulted agree that, over the decade, the desirable weight of the State as responsible for providing care should be reduced from 41% to 30%.

This would not prevent the State from continuing to be, in 2030, the main actor at this level. It would, however, be seconded, with similar values, by civil society organisations (25.7%) and the market (24.8%) which would be responsible for relatively equivalent proportions of care work. Women and men in households would then be responsible for 19.5% of all care work, well below what experts considered the most likely scenarios, either today or in 2030.

ii. monetary value of women's and men's unpaid care work

The value of unpaid care and domestic work in Portugal could represent, at least, around €40 billion per year (attributing to the time spent the equivalent value if this work were remunerated with the national minimum wage).

The use of other methodologies leads to this value being significantly higher. It would amount to around €62 billion when a methodology adopted gives the equivalent value to the time spent if that work were remunerated at the average remuneration of the professions that usually perform these activities. And €65 billion or almost €78 billion when considering the methodologies that use the national average remuneration and the national average earnings as a reference, respectively. In daily terms, it represents a value between €110 million and €214 million.

Existing data on gender asymmetry in the distribution of household and care tasks immediately suggest its translation into monetized contributions of very different value between women and men. Regardless of the methodology adopted, women are responsible for almost 70% of the monetary value of all unpaid care and domestic work.

iii. impact of unpaid care work in the national economy, particularly on the GDP

According to the calculations carried out within the scope of the study, the valuation of unpaid care and domestic work in Portugal would imply, at least, an increase of 18.6% in the value of GDP (using a methodology that adopts the value of the minimum wage as reference). The use of other methodologies means that this increase is significantly higher, ranging between 29% (when using the market substitute methodology) and 36.2% (when considering the methodologies that use the average remuneration and average earnings as a reference, respectively).

Reorienting the analysis to the weight that unpaid care and domestic work would represent in the new accumulated value of GDP (i.e. the official value recorded for 2019 plus the estimated values based on the monetization of unpaid care and domestic work), it is concluded that its weight would fluctuate between 15.6% and 26.6% of total GDP, depending on the calculation methodology used. As noted above, this is a

range of values within which it is reasonable to assume that the 'real' value of the share of unpaid care and domestic work in the national GDP is situated.

This project also estimates that the care needs of the elderly population currently represent around 35% of all care work needed in Portugal, a figure that could rise to 41% in 2030 and to 51.4% in 2050. This will imply increase in the number of care units for older people from 5.3 million to 8.3 million in 2050.

In the scope of public policies to promote conciliation between professional, family, and personal life, the Pact for Conciliation was created, bringing together public administration bodies, companies from the public business sector and private companies. In 2021, 17 new entities joined the Pact for Conciliation, making 75 adhering entities, united in the commitment to implement, in their organizations, measures promoting conciliation between professional, family, and personal life. The Conciliation Pact helped the adhering organizations to better adapt to the challenges of the COVID-19 pandemic.

Public services are obliged to include work, family and personal balance of employees in the management objectives (Article 28 of Law 75/B/2020, December 31). The heads of public services must use all legal instruments to respond to the different needs of workers.

The Portuguese Norm 4552:2016, Work, Family and Personal Life Balance Management System Requirements, is under revision, which aims to improve the process of implementing a reconciliation management system and better address the pandemic (telework) and sustainable development issues.

The Norm aims to certify organizations with work, family, life balance control and reconciliation management systems in place.

Moreover, projects have been implemented at local level to disseminate and test instruments/methodologies facilitating reconciliation between professional, family and personal life (EEAGRANTS).

- **Supporting women’s entrepreneurship, expanding existing women-owned and -led micro, small and medium enterprises and facilitating opportunities for new women entrepreneurs (paragraph 37)**

In the beginning of 2020, it was created a support system for employment and entrepreneurship, including social entrepreneurship, named “+ CO3SO EMPREGO”, through [Order No. 52/2020, of 28 February](#), specially focusing local inland territories. This system supports the creation of employment, including victims of domestic violence.

Also within the programme ATIVAR.PT – Enhanced Support Program for Employment and Professional Training, it was created the measure «*Empreende XXI*» ([Order No. 26/2022, of 10 January](#)), which consists of supporting the creation and development of new business projects by young people searching for their first job and unemployed registered with the PES. In the case of projects promoted by beneficiaries of the under-represented sex in a given sector of economic activity, the provided financial support is increased by 30%. With regard to support for self-employment, the financial support given to these projects is also increased by 30%, in the case of hiring a person of the under-represented sex in a given profession.

- **Preventing and eliminating all forms of violence, sexual harassment and discrimination against women and girls, including in the world of work, and**

addressing the increase in gender-based violence during the COVID-19 period (paragraphs 16 and 35)

The Portuguese Government adopted measures to ensure the safety and support of victims of domestic violence against the increased risk of violence during the confinement that was necessary to contain the COVID-19 - Domestic Violence - Safety in Isolation. Below we summarize some of the measures:

- Broad dissemination of information about support services and helplines, safety advice and alerts:
 - Campaign “*Segurança em Isolamento*” (Safety in Isolation), on social media, television, radio and press – to remind victims that they can always ask for help, to let them know about support services and to alert the community to be vigilant, to help and to report. These materials were also available in different languages as well as in sign language.
 - Telephone contacts of existing services in each district and municipality.
 - Safety advices for victims of domestic violence during confinement.
 - Advice for neighbours to be vigilant and to help.
 - Display and distribution of the above information in areas that remain open to the public, in partnership with distribution companies, public transport, gas stations, pharmacies, municipalities, etc.
- Strengthening and diversification of channels for victims to seek help:
 - Reinforcement of information and support channels for victims by the Commission for Citizenship and Gender Equality (CIG): National helpline - 800 202 148. It is a toll-free line, available 24/7; availability of a new e-mail address violencia.covid@cig.gov.pt accessible to victims and professionals; launch of the new SMS 3060 line by the Vodafone Foundation, free and confidential, so that victims can send written requests for help.
- Functioning and strengthening victim support structures and services:
 - All services in charge of supporting, sheltering, and transporting victims, provided by the National Support Network for Victims of Domestic Violence, are considered essential services and remained active.
 - Support and reinforced coordination of the National Support Network for Victims of Domestic Violence by the Commission for Citizenship and Gender Equality (CIG) that also issues recommendations/clarifications in this context of emergency.
 - Opening of two new emergency shelter facilities with 100 vacancies.
 - Definition of a specific procedure between the Commission for Citizenship and Gender Equality (CIG) and the National Institute of Medical Emergency (INEM) to respond to suspected cases of COVID-19 within the National Support Network for Victims of Domestic Violence.
 - All services within the National Support Network for Victims of Domestic Violence adopted contingency plans (including isolation rooms) and action plans with urgent measures such as: creation/reinforcement of remote communication/support tools such as video call, SMS, Messenger, WhatsApp, and email; strengthening of the helpline services; increased monitoring of all cases; appointment of a team for urgent

requests and situations; in person assistance in urgent situations, with alternating teams; close cooperation with other services and municipalities to respond to urgent requests for shelter.

- Partnerships with several entities and companies to guarantee that all services of the National Support Network for Victims of Domestic Violence continue to access essential goods and resources during this emergency period, such as food, medicines, personal care products, cleaning products and IT equipment.

In May 2020 the Foundation for Science and Technology (FCT) launched [The Gender Research 4 COVID 19 call](#), a joint initiative from the areas of citizenship, equality, science and higher education, with a total allocation of 500 thousand euros, for supporting further research regarding pandemic impact on gender.

Legislative changes in 2021, among others:

On August 16th, Law no. 57/2021 was published, amending Law no. 112/2009, of September 16th, which extends protection to victims of domestic violence. The Penal Code and the Code of Criminal Procedure were also amended in what concerns Domestic Violence.

Main amends:

- victims are now considered to be "individuals who have suffered a damage, including an attack on their physical or psychological integrity, emotional or moral damage, or material loss, directly caused by action or omission, in the context of the crime of domestic violence provided for in Article 152 of the Criminal Code, including children or young people up to 18 years of age who have suffered abuse related to exposure to contexts of domestic violence".
- Order No. 138-E/2021, of July 1st - Approves the models of supporting documents for granting the status of victim and especially vulnerable victim, including for crimes of domestic violence;
- Decree-Law No. 18/2020, of April 23rd Establishes exceptional and temporary measures regarding the pandemic disease COVID-19 [extension of the reception period for victims of domestic violence];
- Resolution of the Assembly of the Republic No. 202/2021, of July 14th - Recommends to the Government the strengthening of social protection and amplification of support mechanisms for victims of domestic violence in the context of the COVID-19 pandemic and successive confinements;

Concerning trafficking in human beings (THB), the Portuguese Government took the following measures during COVID-19 pandemic:

- Maintenance of the activity of all support services for Victims of Human Trafficking, with Specialized Multidisciplinary Teams (EME), in cooperation with the security forces, as well as with the Shelter and Protection Centres (CAP), that function normally, with the necessary sanitary precautions;
- Development of a set of Guidelines based on the recommendations of the DGS and with clarification regarding EME and CAP in terms of technical personnel;

- Adoption of protective measures in accordance with DGS instructions and creation of specific rooms for quarantine situations;
- Execution of a protocol between the Commission for Citizenship and Gender Equality (CIG) and the National Institute of Medical Emergency (INEM) to respond to suspect cases of COVID-19 in EME and CAP;
- Definition of a mechanism for monitoring situations in CAP and EME, which allows weekly reporting to CIG;
- Establishing partnerships with various entities and companies to ensure that all PACs continue to have access to essential goods and resources during the state of emergency and disaster periods;
- The Observatory on Trafficking in Human Beings (OTSH) started daily monitoring work, in open sources, on the (in)direct impact of COVID-19 on human trafficking, with a view to offering medium and long-term analysis that may inform public policies and the action of professionals;
- Additionally, the OTSH, in partnership with the 5 Specialized Multidisciplinary Teams for the Assistance to Victims of Trafficking in Persons (EME) / Association for Family Planning is organizing a series of 5 webinars that bring different perspectives together to reflect about the impacts of the COVID-19 in the multiple dimensions of Human Trafficking;
- The Focal Point of the Ministry of Health for the IV National Action Plan for the Prevention and Combat of Human Trafficking established contact with the OTSH, following suspicions that some COVID-19 patients in the Algarve Region (in April 2020) could be victims of human trafficking. The objective was for the OTSH to support health professionals with information materials on flagging and referral procedures. The OTSH developed a kit, the app “Act against THS” and a digital format of the “Flagging Card”, widely disseminated among health professionals, hospitals, clinics, local health administrators, and specialised teams working with children and young people at risks and specialized teams for the prevention of adult violence, among others.
- In 2021 Portugal launched a NRM for children (presumed) victims of trafficking in human beings (focusing on the prevention, detection and protection – this later since the sheltering up to the return) –This specific NRM was developed by a Multidisciplinary Group (governmental and non-governmental bodies) and was validated by all organizations represented at the National Network for the Assistance and Protection to Victims of Trafficking. This NRM has 9 Practical Tools.
- In 2021, the Portuguese Government issued Order nr 138-E/2021, of 1 July, which approves new model documents that are given to victims proving their victim status or especially vulnerable victim status, including in cases of THB. These documents were already translated into English and are already in use. The above-mentioned new model documents on the status of especially vulnerable victim which were produced in simplified, clear and accessible language for victims - ensuring that victims can understand and use the information that is given and are able to fully exercise their rights.

Concerning the elimination of FGM and CEFM, the following measures were taken:

- Launching of the first national campaign on the prevention and combating of early and forced child marriages (online campaign and brochure) to raise awareness among

public and technical professionals with intervention on the ground with a view to deconstructing myths associated with these practices, as well as some of the main warning signs to be taken into account. This is an information campaign produced by the Working Group on the prevention and combating of early and forced child marriages (set up by the Secretary of State for Citizenship and Equality).

- Publication of a Model of signage and prevention of victims in Portugal and traveling to countries with FGM practice and early, child and forced marriages. The model is intended for all entities that contact communities affected by the practice of FGM/C or early and forced child marriages, seeking to list the currently existing mechanisms to protect children and young/minors from the risk of leaving national territory to be subjected to said traditional harmful practices, border authorities to make the appropriate referral of cases referred to and/or found in a border environment.

- Review and update, by the General Directorate of Health, of the guidelines addressed to health professionals on preventing and combating FGM

- An emergency shelter for victims of child, early and forced marriage is being implemented in Portugal.

- Support was reinforced to associations representing communities at risk of FGM for the development of projects in territories with the highest prevalence of FGM.

- Creation of Support Offices for Victims of Domestic Violence and/or Harmful Traditional Practices in the three National Support Centres for the Integration of Migrants. These Support Offices aim to provide an integrated and proximity response through specialized service, also guaranteeing information and personalized guidance to migrants and descendants in Portugal.

- In February 2021, the State Secretary for Citizenship and Equality established the first working group on the prevention of child, early and forced marriages (CEFM), composed by several members from key sectors, such as attorney general's office, criminal police, immigration and borders service, commission for the promotion of the rights and the protection of children and young people, UNICEF Portugal, NGO's that work with domestic violence, sexual assault and human traffic victims, etc . The working group created a repository with documentation, articles, theses, news, national and international reports and legislation, reviewed literature, developed an inquiry model to consult those who work in the field and key sectors, worked on a proposal to standardize the concepts of “child, early and forced marriage” and launched an awareness campaign to public service professionals and other professionals with intervention on the field (accessible here). At present, the working group is endeavouring to finalize its report with recommendations, which it undertook to deliver to the State Secretary by the end of 2021. The purpose is to develop intensive training based on the know-how and recommendations that are produced in this context. Moreover, the State Secretary for Citizenship and Equality launched, for the first time, and starting already in the first quarter of 2022, funding to establish an emergency shelter for victims of CEFM.

- **Providing equitable and universal access to affordable and quality health-care services, including sexual and reproductive health, for women and girls in order to achieve the realization of the right to the enjoyment of the highest attainable standard of physical and mental health, particularly in contexts of HIV/AIDS and COVID-19 (paragraph 17-19)**

In Portugal, equal access to sexual and reproductive health and services is guaranteed for all Portuguese and foreign women of childbearing age, regardless of their legal status. These services are free of charge. Adolescents should be considered as priority targets for sexual and reproductive health activities.

These principles are already expressed in [Chapter II of DL 259/2000 of 17 October](#) and have been continually translated into guidelines and training elaborated and provided by the Directorate-General of Health.

Portugal considers family planning to be a human right and part of a healthy lifestyle. Each individual or couple is free to choose what contraceptive method to use. Free access to all types of family planning services is open to everybody, whatever their age or status. Infertility treatment is considered part of family planning services.

Women in Portugal can since 2007 have access to safe, legal and free of charge abortion during the first 10 weeks of an unwanted pregnancy. Under the law, women can seek safe abortion services without fear of criminal prosecution.

Voluntary Interruptions of Pregnancy (IVG) and Terminations of Pregnancy (GA) by choice of women generally have a decreasing trend.

Regarding Sexual and Reproductive Health and Rights, the Ministry of Health widely disseminates information on sexual and reproductive health and rights in websites and other means of communication.

Recognizing that comprehensive sexuality education is one of the dimensions of education for health, Parliament approved, in 2009, through law, a set of principles and rules regarding sex education, predicting the functional organization of sex education in schools. This law introduces sex education in primary and secondary schools and defines the curricula for different educational levels. The activities carried out by school health teams, are in accordance with the National School Health Program.

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

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

Portugal has been for many years, intervening continuously in formal and non-formal education with a view to eliminate gender stereotypes and to mainstream gender perspective in education.

The elaboration by NGOs, with the support of the Directorate General of Health, of informative resources and prevention programmes targeted at the groups with the highest vulnerability and risk, especially young people. The percentage of adolescent pregnancies has decreased in the last years.

“[Cuida-te](#)” (Take care of yourself) is a program of the Portuguese Youth Institute, in partnership with other public and private bodies. Its main goal is to work in the area of youth health and promoting healthy lifestyles. This programme is addressed to young people aged between 12 and 25 years, teachers, parents, youth organizations leaders, health professionals and other actors in this area.

Also, since 1998, Portugal has a service called “Online Sexuality”, a technical, anonymous, and confidential service, to which young people can call whenever they feel the need to ask a question and/or to clarify some information in the area of Sexual and Reproductive Health and Rights.

During COVID-19 pandemic, Portugal took the following measures:

- The [Order No. 3863 - B/2020 of 27 March](#) allowed access to health care for all people in an irregular situation. This prevented that specific groups were most affected by the situation of COVID-19 with regard to Sexual and Reproductive Health.
 - The [Guideline No. 018/2020 of 30 March](#) reinforced priority of pregnancy surveillance, clarifying about Pregnancy Surveillance and COVID-19. It stated that the health surveillance of the pregnant woman is maintained and cannot be postponed;
 - Dissemination of information regarding care during pregnancy, childbirth and the puerperium, during the pandemic;
 - Issuance of information on maternity and new-born infant care in the perinatal period, including the mother-child dyad, to help preventing the transmission of the virus;
 - Publication by Directorate-General of Health (DGS) of specific guidelines on pregnancy and childbirth, which include measures on pre-hospital care for pregnant women infected or suspected of being infected with COVID-19 and assistance in childbirth;
 - Support to civil society actions in order to guarantee the purchase of intimate hygiene products, such as sanitary towels, for girls and women from the most vulnerable groups and contexts, such as Roma and migrant communities;
 - Co-sponsorship by Portugal of the joint Declaration "Protecting Sexual and Reproductive Health and Rights and Promoting the Response to Gender Issues in the COVID-19 Crisis", signed by 59 United Nations member states. Portuguese was one of the official languages in which this Declaration was drafted and issued.
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- **Promoting and protecting women’s and girls’ right to education and ensuring their safe and equal access to and participation in education throughout the life cycle and at all levels, given the prolonged suspension of educational activities during the COVID-19 pandemic and redressing the attrition of women and girl students (paragraph 24)**

The right to education, and to an education that meets the needs of citizens and society, is one of the fundamental cornerstones of community development and an essential aspect of Portuguese democracy. Therefore, public school’s social function will only be fully achieved when an individual’s origin or gender is irrelevant to their success or failure, which we believe should constitute a key objective of any education system.

Access to universal pre-school education from the age of 3 and compulsory schooling from 6 to 18 years old means ensuring everyone, to develop for all the principles, values and competences of the Students’ profile at the End of Compulsory Education, regardless of origin or gender, has access to a system that responds to every person’s needs and ensures their success.

In order to give a clear guidance, content and density to Citizenship Education, within the frame of Citizenship and Development, the National Strategy for Citizenship Education, Gender Equality is included as a transversal and longitudinal domain, and of mandatory approach for all levels and cycles of schooling. Its development and work in Citizenship and Development should be seen as intercommunicating with other domains, such as Human Rights, Sexuality, Health, World of Work, Entrepreneurship, to name a few, with all the work based on a holistic view of children and young people's development.

In order to eliminate all forms of discrimination in education, including gender based discrimination, specific Plans and Strategies have been adopted and implemented, namely the National Strategy for Equality and Non-Discrimination 2018-2030 (Resolution of the Council of Ministers (statutory order) n.o 61/2018, of 21st May), which comprehends three action plans, (1) on equality between men and women, (2) prevention and combat violence against women and domestic violence, and (3) combat discrimination based on sexual orientation, identity and gender expression, and sexual characteristics, and the National Plan for Youth, 2018-2021 (Resolution of the Council of Ministers (statutory order) no. 114-A/2018, of 4th September), which, among other measures, provides for 'Governance and participation', strategic goal 4 – Encourage global citizenship, particularly in the exercise of the European citizenship through education for the human rights; 'Equality and social inclusion', strategic goal 1 – Ensure the especial protection of the rights of young people in specific contexts of vulnerability, strategic goal 3 – Raise awareness of young people on Equality and Diversity, in contexts of formal and non-formal education, strategic goal 4 – Empower teachers and non-teaching staff on Equality between Women and Men in contexts of formal and non-formal education, when working with young people.

Specifically regarding gender equality issues, and in line with the purpose of General Assembly resolution on “Women in Development” (A/RES/74/235), Portugal has been implementing, over the past few years, an overarching & crosscutting approach, namely within the National Strategy for Citizenship Education (ENEC).

Throughout the COVID-19 pandemic, the Portuguese education system response, in accordance with the United Nations recommendations, prioritized i) safeguarding education funding, ii) guaranteeing the continuity of education, iii) ensuring inclusion, equity and gender equality, iv) continuing efforts to reinvent teaching and learning and v) ensuring everyone's access to learning/connectivity technologies, creating conditions to achieve the goals of the 2030 Agenda for Education. Thus, in Portugal, the safe and equal access to participation in education throughout the life cycle and at all level, for girls, is completely ensured.

Distribution of students by gender

Level	Total Male/Female	Male	Female	Female (%)
Early childhood education	251 108	129 940	121 168	48,3
Primary education	950 864	490 507	460 357	48,4
Secondary education	393 340	198 063	195 277	49,6

Post secondary non tertiary education	5 670	3 671	1 999	35,3
Higher education	396 909	181 178	214 731	54,1
Total	1 997 891	1 004 359	993 532	47,7

Source: DGEEC (Directorate-General for Education and Science Statistics, Ministry of Education, Portugal, 2019-2020)

Graduation by gender

The share of female graduates from upper secondary general programmes is one of the largest among OECD countries and partner economies with available data. (53.1 %, rank 7/42, 2019)

In Portugal, the share of female doctoral graduates in the field of engineering, manufacturing and construction is relatively high. (40.9 %, rank 4/44, 2019)

The share of female graduates among post-secondary non-tertiary graduates from vocational programmes in Portugal is relatively low. (30.2 %, rank 24/25, 2019)

In Portugal, the share of female tertiary graduates in the field of social sciences, journalism and information is one of the largest among OECD and partner countries with available data. (13.4 %, rank 8/43, 2019)

In Portugal, the share of female tertiary graduates in the field of sciences, technology, engineering and mathematics is one of the largest among OECD and partner countries with available data. (17.6 %, rank 5/38, 2019)

The elimination of gender stereotypes is a priority in education and training, so that girls and boys can have the same possibilities and rights of choice throughout their school and professional lives, in the construction of their life projects or in their respective participation, at all levels, in economic, social and political life. Portugal has been continuously intervening on formal and non-formal education with a view to eliminating gender stereotypes and to integrate the dimension of equality between women and men in the education system.

Special attention has been giving to education for citizenship in the development of the strategy of gender mainstreaming, targeting educational practices and school dynamics, the integration of equality between women and men in the curricula, as well as in educational projects.

As regards Official Development Assistance, Portugal is increasingly gearing efforts on women-centered projects. Women-centered projects will remain a priority for PT Cooperation efforts, in keeping with UNGA Resolution 74/235.

In both 2020 and 2021, 10.5% of total Portuguese ODA was channelled to bilateral projects that had a gender marker (as per OECD/DAC criteria) as either its primary or major objectives, amounting to over 78M EUR. In line with overall development cooperation strategy and practice, Portuguese ODA commitments are primarily centred

on providing medium and long term education for women in partner countries’ as well as basic healthcare access – education being key to overcome structural and generational imbalances and access to further education, employment, economic opportunities and empowerment.

On educational projects, **In-touch 4 impact**, in Mozambique, is an example of a project focused on retaining almost a thousand women and girls in education and COVID-19 related experience-sharing, throughout Nampula, Maputo, Sofala and Gaza Provinces. Funded is provided by Camões, I.P., and executed by the following ONGDs: GirlMove; APOIAR; Um Pequeno Gesto Uma Grande Ajuda and PROSOCIAL.

On basic healthcare access, within the context of COVID, increased funding was channelled to **UNDP’s Timor-Leste Maternal and Newborn Health Thematic Fund**.

This is even more important taking into account that most Portuguese Cooperation partner countries are fragile LDCs whereby women are particularly vulnerable – women education provides direct input in addressing other pressing issues in fragility contexts.

Focusing on providing access to education is increasingly important within the current COVID disruption, aiming to provide stability and a continuum on each girl and women’s education career. COVID-19-related projects have been developed, increasing ODA levels on these areas and overall.

- **Integrating a gender perspective into climate change, environmental and disaster risk reduction policies and programmes and providing adequate resources to ensure the full and equal participation of women in all levels of decision-making and implementation in these areas (paragraph 48)**

- **Improving and systematizing the collection, analysis and dissemination of high-quality, accessible, timely, reliable disaggregated data, with a focus on women’s employment, informal employment, access to decent work and social protection, entrepreneurship, and unpaid care and domestic work through time-use surveys and satellite accounts to assess the contribution of such work to national income (paragraphs 49 and 50)**

The Commission for Citizenship and Gender Equality has several initiatives to disseminate gender equality information to the society. One of this initiative is the publication of the document “[Gender equality in Portugal](#)”. This instrument was created by the occasion of the 2nd World Conference on Women, of the United Nations, in 1980, and since that time it has been published annually in fulfillment of one of the strategic objectives of the Beijing Platform for Action of 1995, which refers to the need to produce and disseminate data and information disaggregated by sex, essential for the performance and implementation of gender-sensitive public policies.

This Commission also publishes statistical thematic [instruments](#) that are easily apprehended by the general public and in an appealing and infographic format, and these infographics usually focus on a certain theme.

The National Institute for Statistics website provides since 2004 a Gender Database (GDB) with sex-disaggregated data in ten statistical domains, most of which are updated. In order to have a more comprehensive picture of women's and men's economic, political and social situation in Portugal, the [GDB is under review](#).

The [Report on the progress of equality between women and men at work](#), in employment and training 2020, reports annually on the progress achieved and includes the most recent official information - Law No. 60/2018, of 21 August, approves measures to promote equal pay between women and men for work of equal or equal value, and makes the first amendment to Law No. 10/2001, of 21 May, establishing an annual report on equal opportunities for men and women, Law no. 105/2009, of 14 September, which regulates and amends the Labour Code, and Decree-Law no. of March 26, which approves the organizational structure of the Commission for Equality in Work and Employment.

The [Barometer of remuneration differences between women and men](#) - Law 60/2018, of 21 August, approved measures to promote equal work or work of equal value between women and men, as the annual availability of statistical information about pay differences, by company (balance sheet) and by sector of activity (Barometer). The 1st edition of the barometer was launched in June 2019, the 2nd edition on 6 March 2020 and the 3rd edition on 30 June 2021 and includes both the adjusted and unadjusted gap. According to the 2nd edition of the barometer, in 2018: the unadjusted gender pay gap in Portugal was of 14.4% and, in 2019, pay gap was of 14.0%.

The project '[The value of unpaid work of women and men – care and domestic work](#)' (see main conclusions above (paragraph 6))

[Equal Pay International Coalition \(EPIC\)](#) - Portugal became a member of EPIC in 2019. A summary and monitoring of Portugal's efforts to reduce wage inequalities between women and men and the relevance of EPIC in this context can be consulted [here](#).

The [Equality Platform and Standard](#) Project aims to promote gender equality and combat persistent gender disparities in the labour market, including the gender pay gap. The Project is promoted by the Commission for Equality in Work and Employment (CITE) in partnership with the Norwegian Equality and Anti-discrimination Ombud (LDO, Norway), the Jafnrettisstofa (Directorate of Equality, Iceland), the Portuguese Institute of Quality (IPQ) and the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security (GEP/MTSSS) and funded by EEA Grants. The Project Objectives: (i) Design a platform to monitor the implementation of public policies and compliance with legal instruments within the framework of the Agenda for Equality in the Labour Market and Business; and (ii) Prepare the Portuguese Standard “Equal Pay for Women and Men Management System”, taking as an example, and in the framework of the exchange of best practices with the Icelandic project partner, the Icelandic Standard IST 85: 2012 - Equal wage management system - Requirements and Guidance.

