

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

Portugal

May 2024

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

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

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

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

One of the major achievements is the adoption of the [National Strategy for Equality and Non-Discrimination 2018-2030](#) "*Portugal + Igual*" (ENIND), approved in 2018 by a Resolution of the Council of Ministers. Aligned with the 2030 Agenda, ENIND started a new cycle in the promotion of women's rights and in eliminating discrimination based on a systemic and comprehensive approach to public policy in three major areas: a) promoting equality between women and men; b) preventing and combating violence against women and domestic violence - including harmful practices such as female genital mutilation (FGM) and forced and early marriages; c) combating discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics. These 3 areas correspond to ENIND's

three action plans. For the first time, Portugal has an umbrella long-term equality and non-discrimination national strategy, that brings together and articulates these three areas.

1. Over the past five years, what have been the most important achievements, challenges and setbacks in progress towards gender equality and the empowerment of women?

In the narrative report, please explain why your country considers these important, how it has addressed them, the challenges encountered and the factors that have enabled progress or led to setbacks in each case. Where relevant and possible, please provide data to support your responses (3-5 pages).

Women

The principle of equality and non-discrimination is enshrined in the Constitutional Law and the Labour Code.

The implementation of Law no. 62/2017, of 1 August, which establishes the Regime of the balanced representation between women and men in the administration and supervisory bodies of the entities of the State-owned companies and listed companies, has had a significant impact on increasing the participation of women in the boards of directors and supervisory bodies of these type of companies, contributing to the positive evolution of women's participation in economic decision-making.

According to this law from 2018 onwards it is mandatory to fulfill a minimum share of the less represented sex on the boards of directors and supervisory bodies of the state-owned companies and listed companies. Thus, in state-owned companies, at least 33.3% of the positions on the boards of directors and supervisory bodies have to be filled by women. For listed companies, the minimum is 20% in 2018 and rises to 33.3% in January 2020.

In listed companies, there was a significant and steady increase in the proportion of women on boards of directors and supervisory boards between 2017 and 2022:

Years	Women on Boards of Directors (%)	Women on Supervisory Boards (%)
2017	12	11
2018	17	20
2019	22	29
2020	26	35
2021	29.3	35.7
2022	32.8	37.1

Source: CMVM - Data as of December 31 of each year.

In listed companies, the proportion of women, on average, has fall short of the minimum representation threshold stipulated by law, 33.3%. Breaking down management bodies into executive and non-executive positions, there has been a steady increase in the proportion of women, although the percentage of women in executive positions is much lower than the proportion in non-executive positions.

As for the State-owned companies, between 2017 and 2022, there was a progressive and steady upward trend in the number of women in management bodies, rising from 27% in 2017 to 42.1% in 2020.

Years	Women on Boards of Directors (%)	Women on Supervisory Boards (%)
2017	27	46
2018	32	33
2019	37	46
2020	38	46
2021	40.3	46.3
2022	42.1	47.3

Source: DGAEP - Data as of December 31 of each year

It should also be noted that in the State-owned companies, the proportion of women, on average, has already reached the minimum threshold stipulated by law, 33.3%, applicable as of 1 January 2018, both in executive management positions and in non-executive management positions.

As for the local State-owned companies, there is a non-linear trend. After a drop from 35% in 2018 to 29% in 2019, a figure that was maintained in 2020, thus falling short of the minimum representation threshold of 33.3%, there was an increase in the representation of women in 2021 and 2022, to 31.8% and 34.3% respectively, with the threshold of 33.3% being reached.

Years	Women on Boards of Directors (%)
2017	20
2018	35
2019	29
2020	29

2021	31.8
2022	34.3

Source: DGAL - Data as of December 31 of each year.

As for setbacks, the period of the COVID-19 pandemic, being an exceptional situation with many particularities, hit women harder and increased inequality between men and women, such as uneven care responsibilities and the pay gap. However, Portugal has not interrupted its measures to combat inequality.

Regarding pay gap, although there was a decrease in percentage terms between 2020 and 2021 (in basic monthly salary: 13,3% to 13,1%; in monthly earnings: 16,1% to 15,9%), there was an increase in the difference in the average basic monthly salary between the sexes from 2020 (€147.0) to 2021 (€150.3), in which men had an increase in basic salary of €41.3 between 2020 and 2021, while that of women was slightly lower at €38.0.

The average monthly earnings between 2020 and 2021 increased more for men (€44.8) than for women (€40.2). Therefore, the difference in earnings between men and women went from €216.1 in 2020 to €220.7 in 2021.

Also during this period, began the public discussion of the Green Paper for the Future of Work and the Agenda for Decent Work, continuing the path of progress in terms of public measures and policies to combat discrimination and stereotyped professions. It is hoped that the negative effects of the pandemic on this development path will once again be counteracted with the adoption of the Decent Work Agenda¹ and the further reflections contained in the Green Paper for the Future of Work, especially in the acquisition of digital skills that provide a perspective for the desired Transition, with the advancement of qualifications and opportunities, and in the fight against stereotyped professions.

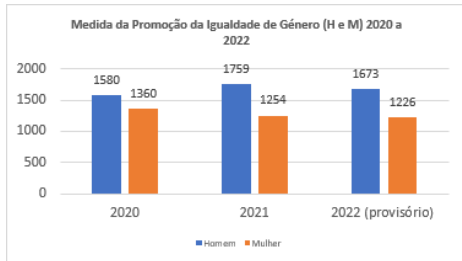
The Institute of Employment and Vocational Training (IEFP), also the Public Employment Service (PES), within the framework of its intervention in the field of employment and vocational training, through its network of Employment and Vocational Training Centres, promotes gender equality and non-discrimination in the access and development of employment and vocational training actions, through different universally applied instruments, namely in terms of the construction and organization of training paths, the dissemination of the training offer, guidance for qualification, the selection of trainees and their follow-up and the allocation of social support. Regarding access to employment, particular focus is placed on the publication and validation of job vacancies, which may not contain, directly or indirectly, any gender-based requirement, restriction, or preference.

Concerning Active Labour Market Policies, the IEFP offers financial support (Promotion of Gender Equality in the Labour Market) for employers who sign contracts with unemployed people registered its services, of the under-represented sex in a given profession, in groups that are more vulnerable to poverty and discrimination and/or with greater difficulties in integrating into the labour market, to:

- Promote gender equality in the labour market;
- Combating discrimination based on sex in the labour market;

¹ Approved by Law no. 13/2023, of 3 April, which came into force on 1 May 2023.

- Encourage the hiring of unemployed people of the type subcontracted in a given profession;
- Encourage unemployed young people to choose a profession or function, considering their vocation without constraints motivated by gender stereotypes.



Source: IEFP, I.P.

Regarding Vocational Training, women were the main beneficiaries of the Vocational Training measures developed by IEFP, between 2020 and 2023, as can be seen in the following table:

ÁREA DE INTERVENÇÃO	ANO	ABRANGIDOS	GÉNERO			
			Masculino	%	Feminino	%
Formação Profissional	2020	235 111	92 299	39%	142 812	61%
Formação Profissional	2021	302 120	113 771	38%	188 349	62%
Formação Profissional	2022	283 279	104 091	37%	179 188	63%
Total F.P. 2022-2023		820 510	310 161	38%	510 349	62%
Média F.P. 2022-2023		273 503	103 387	38%	170 116	62%
Formação Profissional	2023	288 711	107 975	37%	181 036	63%

* Dados reportados a novembro/2023

Source: IEFP, I.P.

In 2023, although the data refer only up to November, the values follow the trend of the 2020-2022 interval, maintaining the evolution.

To promote equality between women and men and the fight against discrimination, the primary objective of social integration and the ultimate objective of integration into the labour market, the training courses promoted by IEFP privilege:

- the theme of equal opportunities in the basic training component and in complementary activities;
- the reconciliation of work and family life, through more flexible working hours adapted to the characteristics and needs of the training groups;
- the gender perspective, both in terms of number and traditionally more masculine or feminine professional areas;
- diversity and intercultural dialogue;
- social inclusion based on the fundamental principle of equal opportunities;
- citizenship and social inclusion through participation in employment and access for all to resources, rights, goods and services (in particular, in the provision of a range of social support, namely in terms of care for children and non-self-employed persons, promoting the protection of parenthood);

- access to sustainable and quality employment for all women and men who can work, through the creation of employment pathways and the mobilization of training policies and the development of policies to promote the reconciliation of work and family life.

Also, in the qualification of trainers, the IEFP, through the National Center for the Qualification of Trainers (CNQF), respects and integrates the dimension of gender equality and non-discrimination, in the development of its activity, having complementary training references and initial and continuous training references for trainers, within the scope of equal opportunities, gender and citizenship. The CNQF's training activities have a particular relevance in the field of equality, namely between women and men, contributing to the acquisition and development of pedagogical and technical skills of trainers, consequently contributing to the raising of the quality standards of the training provided at the national level.

The dissemination of the training offer is promoted regularly, in different media, namely on paper, such as leaflets and brochures, in digital format, on the IEFP portal and, in the regional and national press, associated with images of women and men, potential recipients of vocational training courses, as well as through the use of inclusive language, in the most structuring technical instruments of the training activity, thus contributing to promote gender equality and non-discrimination.

The guarantee of equal gender opportunities and non-discrimination is also reflected in the requirements required, at the time of application, and in the selection criteria of external training entities funded by IEFP, in different modalities and supported training measures.

The IEFP is also responsible for the implementation of some measures within the scope of the National Strategy for Equality and Non-Discrimination 2018-2030 (ENIND).

Setbacks:

Considering the pandemic period, the timely launch of an FCT funding line, in articulation with the Secretary of State for Citizenship and Equality (SECI) and with the support of the Commission for Citizenship and Gender Equality (CIG):

GENDER RESEARCH 4 COVID-19, made it possible to quickly assess the impacts of the pandemic crisis from a gender perspective and contributed to a necessary diagnosis, the results of which, will make it possible to support political decision-making and potentially pave the way for future studies.

In the framework of the Portuguese education system, the autonomy of schools and of the curricular documents in force, the implementation of the National Strategy for Citizenship Education (ENEC) can be considered an achievement. It includes a set of rights and duties that must be present in the citizenship education of Portuguese children and young people, so that in the future they will be adults with a civic conduct that favours equality in interpersonal relationships, the integration of difference, respect for Human Rights and the appreciation of concepts and values of democratic citizenship.

The Strategy proposes that students in the Citizenship and Development curricular component learn through the plural and responsible participation of all in building themselves as citizens and more just and inclusive societies, within the framework of democracy, respect for diversity and the defence of Human Rights.

Citizenship and Development is thus seen as a privileged curricular space for the development of learning that has a three-dimensional impact on individual civic attitudes, interpersonal relationships and social and intercultural relationships.

Two areas stand out in this context:

I. **Education for Gender Equality**, which aims to encourage students to get to know the concept of Gender Equality. In doing so, it also seeks to promote women's and girls' rights and gender equality at various levels - political, economic, social and cultural - contributing to the elimination of stereotypes.

II. **Sexuality**, aiming to develop reflection on relationships based on affection, respect and gender identity, which implies learning about sexual and reproductive rights, violence in intimate relationships and risky behaviour.

Children and young people

The main progress towards equality amongst and the empowerment of all children in the past five years, in line namely with sustainable development goals no. 5 (gender equality) and 16 (peace, justice and strong institutions):

- Approval of the first National Strategy for the Rights of the Child (ENDC 2021-2024) through Resolution of the Council of Ministers (RCM) no. 112/2020, of December 18, a strategic and cross-cutting instrument involving various governmental areas regarding children's rights, its implementation is coordinated and monitored by the National Commission for the Promotion of the Rights and the Protection of Children and Young People (CNPDPJC) and is carried out through biennial Action Plans: 2021-2022 and 2023-2024. The Strategy is based on five pillars: i) promoting the well-being and equal opportunities for all children and young people; ii) supporting families and parenting; iii) promoting access to information and participation of children and young people; iv) preventing and combatting violence against children and young people; and v) promoting the production of tools and scientific knowledge to enhance a global vision of children and young people's rights.
- The establishment of the National Council of Children and Young People by the CNPDPCJ, in 2021, under the Adelia Project – Support to Positive Parenting², consists of a forum where children are given voice to express their experiences, concerns, needs and expectations. Its main objectives are to: i) promote the access of children to new social and political participation spaces; ii) develop the communicational, interpersonal relationships and critical reflection competences of children; iii) provide opportunities for dialogue between children and policy-makers; iv) train and raise the awareness of the participants towards the child rights; and v) to promote the exchange of experiences between children from all over Portugal. In the first edition (2020 - 2022), 103 children - of which 51 were girls - aged between 8 and 17, from all regions of the country, were selected as members. The application process for the second edition was kicked-off in November 2023 and will be fulfilled from June 2024 to June 2027.
- The elaboration and approval of the "Safeguarding Policy for the Promotion of the Rights and Protection of Children and Young People" an internal policy instrument of CNPDPCJ that

² Project co-funded by PO ISE – Operational Programme Social Inclusion and Employment, whose implementation ended in 2022.

reaffirms its commitment – and that of its workers - towards respecting, promoting, protecting and fulfilling all the dimensions of children’s rights on a daily, institutional, cross-cutting operation basis, while abiding by the principles enshrined in various legal instruments, such as the Constitution of the Portuguese Republic and others³. This Safeguarding Policy was disseminated throughout all local Commissions for the Protection of Children and Young People⁴ (CPCJ). A child-friendly version of the Safeguarding Policy was also produced in Portuguese and in English, and is passed to children prior to all consultation sessions facilitated by the CNPDPCJ.

Since 2019, and following international and national instruments, such as the National Strategy for Equality and Non-Discrimination – Portugal + Equal (ENIND) 2018-2030, the Portuguese Ministry of National Defence (PMoD) has innovated in this matter by developing its own Action Plan for Equality. These guiding instruments bind every service of the Armed Forces and also the PMoD Central Services to promote Gender Equality and integrate gender perspectives in all Armed Forces activities and missions.

The Defence Action Plan for Equality (current version is 2022-2025) is divided in 4 central axes: Equality, Work life Balance, Training and Women Peace and Security (WPS) and establishes four strategic objectives: (1) Institutionalization of the integration of the gender perspective in National Defence, (2) Promoting equality and non-discrimination, (3) Promoting women’s participation and (4) Promoting Work life Balance. It encompasses a total of 48 actions and it is monitored by the Equality Office of the PMoD, with the support of the Equality Working Group of the Ministry of National Defence.

All Armed Forces and central services have responsibilities over specific actions, namely establishing specific directives or equality plans.

The 2023 execution rate was 77%.

The strategy of experimentation, learning and reformulation has revealed itself as essential for the strengthening of this area in the National Defence and for the progressive awareness of everyone to the transversality of human rights and gender equality, including the need for equal participation of women and men in all spheres of the society. It is also important to mention the importance of the ministerial commitment to Gender Equality, making the entire National Defence sectors responsible for presenting results in this area.

The Action Plan has achieved solid results:

- a. Reinforcement of the integration of gender perspective in the missions of the Armed Forces;
- b. Increase in the number of women in the Armed Forces and opportunities of military women to be appointed and be able to compete for positions;
- c. Increase of the percentage of women in National Defence Day teams;
- d. Promotion of internal auditing on Equality and WPS across all Defence entities;

³ United Nations Convention on the Rights of the Child and its Optional Protocols, the European Convention on the Exercise of Children's Rights, the Lanzarote Convention and the Istanbul Convention, among others.

⁴ Through Circular-letter no. 3/2022, of August 4.

- e. Raise awareness of issues of moral and sexual harassment in the workplace (training, establishment of reporting channels);
 - f. Approval and implementation of Codes of Conduct for the Prevention and Elimination of Harassment in the workplace, across the Defence entities.
 - g. Establishment of an independent mechanism to report harassment and discrimination.
- From 2021 to 2023, Portugal held the position of Chair of the NATO Committee on Gender Perspectives (NCGP), one of the oldest advisory military committees at NATO.

2. Over the past five years, what have been the top five priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

Children and young people

The main developments over the past five years:

- The promotion of the active participation of children and young people in public decision-making processes through the National Council of Children and Young People⁵ (CNCJ). Illustratively, the CNCJ was consulted on the Strategy of the Council of Europe for the Rights of the Child 2022-2027, and two of its members participated in the high-level conference in which it was launched⁶.
- Project 12 - Justice for Children, implemented from January 2020 to June 2022, co-funded by the European Union⁷ aim at contributing to an accessible, age-appropriate, quick, diligent justice, adapted to and centred on the needs and rights of the child, including as outcomes the Report on the Mapping of Good Practices and the production of several tools for children and professionals, adapted to different age groups and children with special needs, in Portuguese and in English, aiming to support the preparation and hearing of the child. In addition, 13 training actions were carried out for a total of 331 professionals of local CPCJ, of Multidisciplinary Technical Teams that support the Courts (EMAT), Family Support Center and Parental Counseling (CAFAP), of shelters, security forces, and magistrates.
- The national campaign month for the Prevention of Child Ill-Treatment.
- Project CP4Europe - Strengthening National Child Participation Frameworks and Action in Europe, co-funded by the Council of Europe and the European Union, implemented from April 1, 2021 until June 30, 2023. Main results: i) the implementation, in Portugal, of the Council of Europe Child Participation Assessment Tool (CPAT)⁸, which included consultations with children and with professionals of various entities, including those with competences in matters of childhood and youth; and ii) produced a White Paper on Child Participation in Portugal, in Portuguese and in English version, and a child-friendly, bilingual Portuguese /English version.
- In an international child consultation process coordinated by Hintalovon (Hungary), within the scope of the work of carried out by the Committee of Experts on the Rights and the Best Interests of the Child in Parental Separation and in Care Proceedings (CJ/ENF-ISE) of the Council of Europe, the CNPDPCJ consulted 42 children/young people, aged 8 to 19 years old,

⁵ CNCJ as a forum that promotes the access of children to new spaces for social and political participation, and fosters dialogue between children and young people and political decision-makers.

⁶ In Rome, on April 7 and 8, 2022.

⁷ Under the Rights, Equality and Citizenship Programme.

⁸ A total of 778 children were consulted on the 10 indicators, including children in several different vulnerable conditions and contexts.

with direct experience in care proceedings: 24 were attending three different tutelary educational centers as a result of the application of measures pursuant to the Educational Guardianship Act⁹; 18 were attending residential care homes.

- Celebration annually international days, such as the European Day for the Protection of Children against Sexual Exploitation and Sexual Abuse (November 18) and the anniversary of the United Nations Convention on the Rights of the Child (November 20) include the participation of children.

3. Over the past five years, what specific actions have you taken to prevent discrimination and promote the rights of marginalized groups of women and girls?

Older women

Approval of the National Strategy to Combat Poverty (ENCP)¹⁰, which is organized around 6 strategic axes: i) reducing poverty in children and young people and their families; ii) promoting the full integration of young adults into society and the systemic reduction of their risk of poverty; iii) boosting employment and qualification as factors for the elimination of poverty; iv) strengthen public policies for social inclusion and promote and improve societal integration and social protection of the most disadvantaged people and groups; v) ensure territorial cohesion and local development and, finally, vi) make the fight against poverty a national goal.

With regard to the risk of income poverty for the total population, the target is to reduce the income poverty rate for the population as a whole to 10%, which represents a reduction of 660 thousand people in poverty.

Two action plans were also drawn up with different measures and time horizons to implement them (2022-2025 and 2026-2030). In the first Action Plan, approved by the Council of Ministers on October 12th, there are the following measures aimed at the elderly, already implemented or in the process of being implemented: i) expansion of the network of equipment and innovative social responses, requalification and investment in integrated home services; ii) implementation of the SNS24 Desk in social responses and inpatient units managed by entities in the social and solidarity sector; iii) reimbursement of medicines at the time of purchase at the pharmacy for beneficiaries of the Solidarity Supplement for the Elderly (CSI); and iv) updating pensions and increasing the CSI.

Regarding the increase in pensions and the CSI, the following should be highlighted:

Since 2020, a strategy of positive evolution of pensioners' incomes has been maintained, as a rule, through the annual update of pensions, based on the automatic update rules depending on the macroeconomic framework.

There were also extraordinary increases to "continue the path of real appreciation of the incomes of pensioners in the lowest income brackets". In 2022, due to inflation, there was an extraordinary increase of €10, with retroactive effect to January, a measure accompanied, in October, by the payment of an exceptional supplement of 50% of the pension, corresponding to half of the increase to be operated in 2023.

Year	Regular update	Extraordinary update
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⁹ Consultations organized in cooperation with the Directorate-General for Reintegration and Prison Services.

¹⁰ Resolução do Conselho de Ministros n.º 184/2021.

2020	Pensions ≤ € 2 IAS → 0,7%; € 2 IAS < pensions ≤ € 6 IAS → 0,24%; Pensions > € 6 IAS → any update ¹¹	Pensions ≤ € 1,5 IAS → € 10 (€ 6) Pensioners with a pension whose amount has been updated between 2011 and 2015, deducted from the annual update
2021	Suspension of the update	Pensions ≤ 1,5xIAS → €10 ¹²
2022	pensions ≤ € 2 IAS → 1%; € 2 IAS < pensions ≤ € 6 IAS → 0,49%; Pensions > € 6 IAS → 0,24 ¹³	Pensions ≤ € 2,5 IAS (€ 1.108) → € 10 euros, retroactive to January, minus the value of the annual update; October pension supplement of 50%: anticipation of the 2023 increase
2023	Transitional Update: pensions ≤ €960,86 → 4,83 %, €960,86 < pensions ≤ €2882,58 → 4,49%; pensions > €2882,58 ≤ €5765,16 → 3,89 %; pensões > €5765,16, any update ¹⁴	Transitional update: 3,57 % ≤ 12 IAS ¹⁵ .
2024	Pensions ≤ €1018,52 → 6 %; €1018,52 < Pensions ≤ €3055,56 → 5,65 %; €3055,56 < Pensions ≤ €6111,12 → 5 %; Pensions > € 6111,12 ¹⁶	

Source: Directorate General for Social Security (DGSS)

In the case of the CSI, during the period under review, the reference value and the conditions for access to the benefit were changed in order to improve the fight against poverty among older people with lower incomes.

In 2020, the legal scheme was amended to extend and strengthen coverage by eliminating up to the 3rd bracket the impact of children's income considered in the assessment of the income of the elderly or elderly couple.

In 2023, along with the update of the value of pensions, the CSI reference value¹⁷ was updated by €600 per year, with the annual value set at €5,858.63 (€488.21 per month), in order to converge with the value of the poverty threshold.

Year	CSI Amount	At-risk-of-poverty threshold	At risk of poverty %	
			Elderly	Total
2019	€438,21	€540	17,5%	16,2%
2020	€438,21	€554	20,1%	18,4%
2021	€438,21	€551	17,0%	16,4%
2022	€438,21	€591	17,1%	17,0%
2023	€488,21	nd	nd	nd
2024	€550,67	nd	nd	nd

Source: INE (national Institute of Statistics), I. P., and Official journal

¹¹ Portaria n.º 28/2020, de 31 de janeiro

¹² Decreto regulamentar n.º 1-A/2021, de 22 de fevereiro

¹³ Portaria n.º 301/2021, de 15 de dezembro

¹⁴ Portaria n.º 24-B/2023, de 9 de janeiro

¹⁵ Decreto-Lei n.º 28/2023, de 28 de abril

¹⁶ Portaria n.º 424/2023, de 11 de dezembro

¹⁷ Portaria n.º 21/2019, de 17 de janeiro

A new update in 2024¹⁸, by €749.37 per year, to €6,608.00 per year (or €550.67 per month), to coincide with the value of the income poverty threshold.

After the adverse effects of the pandemic, data from the Survey on Living Conditions and Income (EU-SILC), for the years 2020 to 2021, show a general trend of decreasing the risk of poverty among the elderly (17.1%), with annual inflections motivated by the pandemic crisis and the rise in inflation.

Children and young people

- The Bilateral Initiative “Enhancing the protection of the rights of the child in priority areas”, financed by the Fund for Bilateral Relations of the EEA Grants, implemented between 2019 and January 2021 by CNPDPCJ in partnership with the Agency for Child and Family Welfare of the City of Oslo (Norway). This initiative targeted specifically groups of vulnerable children and young people, and resulted in two important outcomes: a Thematic Glossary of Child Protection Systems and of the Promotion of Children’s Rights focused on the hearing of the child in especially vulnerable contexts and a Referential of Good Practices for Enhancing Child Participation in the Promotion of the Rights of the Child.
- The partnership in the project “Know How to Protect: Good Support Practices for LGBTI Children and Young People”, developed by Casa Qui and financed by PO ISE - Operational Programme Social Inclusion and Employment of Portugal. Within its scope, a platform has been operating since November 2020, and aims to create a safe online space where professionals working with children and young people can: find complete, updated and scientific information on LGBTI children and young people in their area of intervention; exchange good practices and experiences; and receive specialized support/consultancy for the resolution of specific situations in the exercise of their professional activity. In 2022, a “Guide of Good Practices for the Promotion of the Rights and Protection of LGBTI+ Children and Young People” was presented, with the aim of making the same type of information accessible, as to allow resources, support and advice to be shared in support of local agents that operate in the field of education, childhood, youth, and of the protection of children and young people, namely to carrying out

Rural Women

Rural women/farmers play a fundamental role in the management of natural resources in the production, processing, conservation, and marketing of food, combining paid work with unpaid domestic responsibilities.

In Portugal, according to the 2019 Agricultural Census, there are around 90,000 individual agricultural producers (around 33% of the total of individual agricultural producers in Portugal), with an average age of 64; 46.3% have only completed the first level of basic education and 53.0% have exclusively practical agricultural training. With regard to company directors, the number of women showed a variation of 182.8% in the same period, still only slightly exceeding 15%.

- Within the scope of the Support Measures of the Rural Development Program 2020 (PDR2020), Action 10.2, «Implementation of Local Development Strategies (EDL) », managed by Local Action Groups (GAL), entailed the use of a selection criterion for Support Requests, which in some GALs included sub-criteria of positive discrimination against women in access to funds.

These criteria allowed the possibility of projects presented by women obtaining a Global Operation Value (VGO) higher than their direct competitors, allowing for more favorable positions that enabled the projects to be contracted and executed.

¹⁸ Portaria n.º 419/2023, de 11 de dezembro

Support Request Selection Criteria

Some GALs, in their autonomy to open Notices for the submission of applications, included sub-criteria that have a positive discriminatory effect, with a view to obtaining a better score in the Operation's Global Valuation.

- Webinar: Women in Family Farming in Portugal – Construction of the Action Plan for the Decade of Family Farming (AF) - April 27, 2022 2

The Webinar was specifically dedicated to the third pillar of PADAF, which focuses on gender equity in the AF and the leadership role of rural women.

PADAF aims to create and strengthen inclusion and economic empowerment programs for women family farmers, with the aim of strengthening their organizations, leadership capabilities, and their effective participation in governance and in public policies for access to land and other productive resources, financial, technological and market services.

It aims to introduce comprehensive and specific policies that encourage women to participate in food systems across all value chains and in the multiple functions of family farming. prevention and intervention actions.

4. Over the past five years, how has the confluence of different crises affected the implementation of the BPfA in your country, and what measures have you taken to prevent their negative impact on progress for women and girls?

The actions that the Portuguese government decided to take to manage the situation caused by the declaration of a pandemic by the World Health Organization, including lockdowns, led to isolation and increased the risk of exposure of children to danger, and to the need for the CPCJ to reinforce their intervention to protect them. The CNPDPCJ endeavored to tackle some of the challenges by, for instance:

- Producing and releasing informative content (e.g. “Coronavirus #Covid-19: How to deal with... situations of vulnerability for children and young people”) to help children and young people be protected from domestic violence, sexual abuse or ill-treatment;
- Disseminating the statement by the Lanzarote Committee Chair and Vice-chair on stepping up protection of children against sexual exploitation and abuse in the circumstances at stake;
- Disseminating guidelines to all the CPCJ in the country to support their intervention during this period through circular-letters¹⁹;
- Creating a helpline and an online form to receive communications of children at danger, which is immediately forwarded to the competent CPCJ, as to activate protection if/when needed.

The PMoD has not seen particularly significant impact on the implementation of the Action Plan for Equality during COVID-19 pandemic and consequent economic crises. Training activities

¹⁹ Circular-Letter no. 7/2020, of April 14, with guidance regarding cases of domestic violence; Circular-Letter no. 10/2020 of May 13, with guidelines regarding child protection, including on the coordination regarding situations of domestic violence, and information on care structures for victims of domestic violence; Circular Letter no. 2/2021, of January 15, on the exclusion of the CPCJ from the limitations imposed by the lockdowns decided by the government, and of the "emergency shelters for victims of domestic violence or trafficking in human beings, as well as travel for the purposes of intervention in the protection of children and young people in danger, namely by the CPCJ and multidisciplinary teams providing technical support to the courts (Social Security)".

continued in online format, and PMoD provided remote working, equipment, and even financial support to ensure the continuity of the working conditions throughout the pandemic and post pandemic crisis.

The Armed Forces played an important role during the COVID-19 pandemic, internally and among international partners, including with all the Portuguese-speaking African countries and East Timor, adapting to the new reality and undertaking various support missions, as medical assistance, logistical support, providing supplies, rebuilding infrastructure, among other, to mitigate its impacts and protecting human life.

COVID-19 pandemic has left an unprecedented socioeconomic impact on the rural world, on the individual and/or socioeconomic experiences of agricultural companies and producer organizations, which are heavily penalized in the flow of production due to the closure of restaurants, the reduction in tourism and difficulties in placing production on the market, caused by restrictive measures such as the ban on holding fairs and markets.

In this context, a set of exceptional measures to support the agricultural sector was approved targeting all farmers, namely: easing procedures, such as the anticipation of PU payments or the reinforcement of direct payments by €85M, positively discriminating against small-scale agriculture and the least competitive territories, €25M to support disadvantaged areas, with a set of credit lines also being guaranteed, in order to mitigate the effects arising from the COVID-19 epidemiological situation.

5. Over the next five years, what are the priorities for accelerating progress for women and girls in your country through laws, policies and/or programmes?

Pay discrimination and the gender pay gap remain persistent realities linked to deep-rooted gender biases and inequalities, such as unbalanced care responsibilities between women and men, the gender division of work, and gendered horizontal and vertical segregation. On the other hand, women's work is undervalued and the skills required in female-dominated jobs are often considered as innate or as personal qualities rather than job qualifications and therefore less valued.

To correct these deep-rooted biases, ensuring “equal pay for work of equal value” is fundamental as it helps to correct for the historic undervaluation of female-dominated labour.

To this end, it is necessary to improve the mechanisms already²⁰ in place to promote pay transparency, in particular those provided for in Law no. 60/2018 of 21 August. Thus, to implement the principle of equal pay for work of equal value gender-neutral job evaluations are required.

We therefore intend to continue supporting employers in carrying out job evaluations without gender bias by providing tools to support these processes, as well as providing training to enable the implementation of job evaluation methodologies.

To this regard, Portugal is preparing a project that envisages the development of a gender-neutral job evaluation tool and the delivery of training courses for strategic audiences, namely social partners, on job evaluation methodologies.

²⁰ The transposition of the Pay Transparency Directive (Directive (EU) 2023/970) will allow for this improvement, particularly with regard to job evaluation, since both national legislation and the Directive provide for the use of objective and gender-neutral criteria to assess whether workers are in a comparable situation with regard to the value of their work.

Work will continue on disseminating the Portuguese Standard NP 4588:2023 Equal pay for women and men management system. Requirements and guidelines (see question 6) in order to sensitise employers to its implementation and certification by the Standard.

We will also continue to recognise employers who already have good practices for promoting equal pay for women and men by awarding them the Equal Pay Label (see question 6).

In the area of Justice, priorities are:

- Strengthening and simplifying alternative dispute resolution procedures, ensuring faster and more efficient justice.
- Promote the reform of the procedural costs of access to justice.
- Strengthen victims' access to justice and their right to adequate protection.

One of the main goals of the Government for the next five years will continue to be reducing and combating domestic violence.

To achieve this goal, the Government aims to:

- Implement in the domestic legal order the Directive on combating violence against women and domestic violence, recently adopted by the European Union.
- Evaluate the existing legal framework in response to sexual harassment, cyberstalking, cyberharassment, incitement to violence and online hatred.
- Strengthen victims' access to justice and the right to adequate protection, as a direct response to the specific needs of victims of violence against children, between men and women, against the elderly and domestic violence.
- Improving support for victims of domestic violence.
- Combat discrimination, violence and hate crimes against any minorities.
- Promoting initiatives to prevent and combat dating violence.

Also, Criminal Policy Laws, defining the objectives, priorities and guidelines of criminal policy for each two years) have successively considered gender-based violence and domestic violence as priority prevention and investigation areas (Articles 4 and 5 of the bi-annual criminal policy laws since 2020, including in Law no. 51/2023, for the 2023-2025 biennium).

Mentioned laws also established that priority must be given to protecting victims and compensating them for the harm they have suffered due to the crime (redress), and they must be provided, in an effective and comprehensible manner, with the information and support they need to exercise and fulfil their rights.

Law no.51/2023 states that jointly with the Prosecutor's General Office, the government shall promote the creation of two support offices for victims of domestic violence and gender-based violence each calendar year, especially in investigation and prosecution departments with specialized sections for handling enquiries into crimes of domestic violence and gender-based violence. At the present moment, there are already 10 of such offices.

Lessons learnt/future actions:

Based on the results of the Gender Equality in Higher Education Institutions (Ge-HEI) project, it emerged that some important steps have already been taken to advance the promotion of gender equality in HEIs in Portugal. It is important to deepen knowledge, improve the development of tools to tackle existing inequalities, raise awareness of the issue and effectively integrate the goal of promoting gender equality into the Portuguese higher education system. In particular:

- ✓ Establish explicit commitments to the GE at the various decision-making levels in institutions.
- ✓ Create tools for diagnosing and monitoring gender inequalities in HEIs.
- ✓ Create GE teams and/or offices.
- ✓ It should also be emphasized that adopting a pedagogical approach brings greater familiarity with the topic and effective recognition of the obstacles by HEIs, including:
 - Invite people to discuss GE topics
 - Understand their perspectives
 - Dismantle stereotypes
 - Inform about reality

List of priorities:

- (i) Quality education, training and life-long learning for women and girls;
- (ii) Unpaid care and domestic work / work-family conciliation (e.g. paid maternity, paternity or parental leave, care services);
- (iii) Changing discriminatory social norms and gender stereotypes;
- (iv) Political participation and representation;
- (v) Right to work and rights at work (e.g. gender pay gap, occupational segregation, career progression, job creation).

Continuation of policies to promote equal opportunities for girls and boys in access to education, as set out in the ENEC and ENIND, ensuring that education is available, regardless of gender, and helping to eliminate gender stereotypes in the choice of courses and professions.

Currently, Gender Equality is a mandatory subject at all levels and cycles of education in the context of the Education for Citizenship Strategies of each School and School Cluster. By allowing the reflection and discussion of these issues and contributing to encourage children and young people to know and understand the concept of Gender Equality, this will help them to assimilate and practise equal rights for women and girls and gender equality at various levels (political, economic, social and cultural), thus contributing to the eradication of stereotypes.

Regarding Culture, under the scope of the Action Plan for Equality between Women and Men, approved in August 2023, a set of measures aimed at promoting equality between women and men and non-discrimination in the cultural sector and creative industries are envisaged for the period 2023-2026, namely: specific training actions for professionals, students and agents operating in the arts and entertainment sectors; financial support to projects that promote equality between women and men in the cultural sector; and dissemination of cultural works that promote equality.

The Defence Action Plan for Equality sets out strategic goals and actions until the end of 2025. As in the previous version, there will be an assessment and development of a new programme framework that will respond to international and national commitments, namely to the National Strategy for Equality and Non-Discrimination 2018-2030.

The 2022-2025 Plan already establishes work life balance, representation, a gender responsive budgeting and mainly training to change discriminatory social norms and gender stereotypes, as priority areas.

The Competence Centre for Planning, Policy and Foresight in Public Administration (PlanAPP) aims to support the definition and implementation of public policies and foresight analysis. Among its activities, PlanAPP develops a portfolio that aims to promote evidence-informed policies, bringing together the national scientific and public policymaking communities.

One of the portfolio's main activities is the [Science4Policy Calls \(S4P\): annual science for policy project calls](#), developed together with the Portuguese Science and Technology Foundation, to finance studies that produce scientific outputs required to respond to previously identified policy-making needs. Two calls have been opened already: [S4P-23](#) on September 28, 2023; and [S4P-24](#) on February 14, 2024. The list of issues ("thematic lines") addressed in each call are defined in collaboration with [RePLAN](#) – *Rede de Serviços de Planeamento e Prospetiva da Administração Pública* (an interministerial network coordinated by PlanAPP), to address current national challenges, and they are aligned with the Thematic Agendas of the [Portugal 2030 Strategy](#). A project proposal with a maximum duration of 12 months is selected under each thematic line and financed with up to 50 thousand euros. The call is open to entities from the National Science and Technology System and collaboration with public entities is valued. In the 1st call, [22 thematic lines](#) were defined and [18 studies](#) have already been selected; in the 2nd call, [32 thematic lines](#) were defined and proposals are currently under assessment.

For the first time, [S4P-24](#) explicitly addressed issues contributing to the implementation of the Beijing Declaration and Platform for Action, aligned with SDG 5 of the 2030 Agenda for Sustainable Development. These issues are: the unequal division of unpaid care work and work-life balance; and the participation of women in the digital sector and occupational segregation.

Particularly in the areas of unpaid care and domestic work / work-family conciliation, and digital inclusion of women, [S4P-24](#) supports the definition and implementation of public policies that are informed by evidence, at the level of policy planning as well as policy monitorization and policy evaluation.

Women's participation in economic growth is of enormous importance in rural areas and agriculture, due to their capacity for innovation and diversification, their contribution to the maintenance, conservation and development of rural areas, the preservation of traditional memories and knowledge, and the guarantee of healthy eating and nutrition.

The Innovation Agenda for Agriculture | 20 | 30 approved by **Council of Ministers Resolution no. 86/2020**, aims to contribute to modern and innovative agriculture, providing more income to farmers, through 5 strategic goals:

- More Health (increase the level of adherence to the Mediterranean Diet by 20%),
- More Inclusion (install 80% of new young farmers in low-density territories),
- More Income (increase the value of agri-food production by 15%),

- More Future (more than half of the agricultural area in recognized sustainable production regimes),
- More Innovation (increase investment in research and development by 60%).

The Agenda is based on four pillars and defines 15 initiatives.

It includes the inclusion and participation of the most excluded groups, particularly women, highlighting the following areas:

Axis II.3 Strengthening the socioeconomic fabric of rural territories

Initiative 7 - Revitalization of rural areas 5

7.3. Financial instruments: provide financial instruments for access to capital and risk management, to support small farmers and holders of the Family Farming Statute and improve instruments to support generational renewal, especially through the CAP, with a focus on mobilizing women for the use of these instruments and for entrepreneurship.

Axis III.1 Innovation and digitalization of agriculture

8.5. Knowledge: launch a training program in agriculture 4.0 and digital literacy and innovate in the transfer/sharing of knowledge and technology, which promotes access and participation for more excluded groups, particularly women.

Initiative 13 - Innovation Network

13.4. Entrepreneurship: create and promote a Network of Rural-Based Incubators with significant territorial coverage, encouraging the participation of under-represented groups, particularly women.

3.1. Axis IV.1 Boosting the national agricultural research network

Initiative 12 - Promotion of research, innovation, and training

3. Increase access to knowledge, learning and skills development for agents in the sector, promoting access and participation of more excluded groups, particularly women.

Section Three: Progress across the 12 critical areas of concern

This section covers progress across the 12 critical areas of concern of the Beijing Platform for Action. To facilitate the analysis, the 12 critical areas of concern have been clustered into six overarching dimensions that highlight the alignment of the BPfA with the 2030 Agenda. This approach is aimed at facilitating reflections about the implementation of both frameworks in a mutually reinforcing manner to accelerate progress for all women and girls.

Inclusive development, shared prosperity and decent work

Critical areas of concern:

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

6. Over the past five years, what actions has your country taken to advance gender equality in the world of work (including informal and non-standard employment as well as entrepreneurship)?

The gender pay gap is connected to several structural factors that hamper the position of women in the workplace. In Portugal, in 2021, women still earn 13.1 % (basic wage) less or, in absolute numbers, 150.30 euros less than men, and these discrepancies widen as qualifications and responsibilities increase.

Despite the wide range of national, European and international legislation on this subject, pay differences between women and men persist, some of which cannot be explained by objective criteria.

To help employers to uncover and analyse these differences tools have been developed:

a) Guide for job evaluation

As part of the monitoring of Law no. 60/2018 of 21 August, which approves measures to promote equal pay for women and men for equal work or work of equal value, and as provided for in Article 8(2), Commission for Equality in Labour and Employment (CITE) developed a Guide for job evaluation, which was approved at a meeting of the tripartite commission by a majority of its members. This Guide, which is optional and voluntary, defines the general terms for evaluating job components, based on objective criteria that are common to both men and women.

The Guide, which is a tool to help employers implement a transparent remuneration policy, proposes a job evaluation methodology that guarantees respect for the principle of equal pay for equal work or work of equal value.

To disseminate the Guide, CITE has delivered 4 awareness online session involving 385 people (309 women e 76 men) from different sectors of activity, covering 263 employers.

In addition, CITE supported around 50 companies in clarifying doubts about drawing up the pay assessment plan²¹, through online meetings, answering emails and by telephone.

b) Portuguese Standard NP 4588:2023 Equal pay for women and men management system. Requirements and guidelines

In the framework of Programme Work-life Balance of the European Economic Area Financial Mechanism (EEA Grants 2014-2021) CITE has promoted the project Equality Platform and Standard, which had as one of its objectives to prepare the Portuguese Standard on Equal Pay.

Based on existing legislation on equal pay, the aim of producing a Standard on Equal Pay was to develop a tool to help employers to implement measures and procedures that guarantee pay transparency and better implementation of equal pay between men and women.

The objective of the Standard NP 4588:2023 Equal pay for women and men management system. Requirements and guidelines is to contribute to the elimination of gender pay discrimination and the promotion of equal pay for women and men in the context of paid employment; and to respond to the need of organisations to have a management system that allows the certification of practices concerning equal pay for women and men.

The Standard is voluntary and may be used for certification purposes or simply as a reference for the implementation of a management system for equal pay for women and men.

The requirements of this Standard are generic and are intended to apply to any organisation, whether public, private, cooperative or social sector, regardless of its type, size (whether is a large, small or medium-sized company), its complexity, nature or legal personality and across the board, covering all hierarchical levels, areas of activity, organisational units, locations and forms of subordinated work.

The Portuguese Standard NP 4588:2023 was published on 15 June 2023 by the IPQ, the National Standardisation Body. The Standard is a paid-for document available on the IPQ website at www.ipq.pt/loja/normas/. A consultation version is available on the CITE website at <https://projetos.cite.gov.pt/pt/web/pdp1eps/produtos>.

c) Equal Pay Label

We recognised the further need to stimulate and encourage the promotion of equal pay for women and men for equal work or work of equal value. Therefore, it was decided to use positive discrimination criteria distinguishing the good practices of employers in promoting equal pay for women and men. So, since 2022, on the National Equal Pay Day, in November, CITE has awarded the Equal Pay Label.

The aim of this distinction, which takes the form of a certificate and a digital label, is to distinguish companies with more than 1 employee, which have a ratio of at least 1/3 of the less represented sex and a rate of pay gap between women and men (calculated within the scope of the gender pay gap balance sheet provided for in Article 3(1)(b) of Law no. 60/2018 of 21 August) of between 1% and - 1%, using the Adjusted Gender Pay Gap as a reference.

In 2022, 17 555 companies received the Equal Pay Label, benefiting a total of 175 408 workers. In 2023, CITE awarded the Equal Pay Label to 14,114 companies, benefiting a total of 295,661 workers.

²¹ According to Article 5 of Law no. 60/2018 companies employing fifty or more workers, where the gender pay gap adjusted on the basis of earnings is equal to or higher than five per cent, are notified by ACT (Authority for Working Conditions) to submit a plan to assess these differences based on an evaluation of the components of the jobs performed by the workers, to be implemented in one year. After implementation, the company shows results: justification of pay disparities and/or correction of pay discriminations.

This recognition highlights these companies' ongoing commitment to equality and reducing the pay gap.

The award was also publicised on CITE's social networks.

Concrete measures / Actions for specific groups:

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

- a. RCM 186/ 2021, of 29 December
- b. Research projects and synergies created through the EEA Grants - Reconciliation and Gender Equality Programme , namely the pre-defined GE-HEI project and the Gender@UC project to fight sexual segregation in educational and professional choices and discrimination in the labour market (which aimed to strengthen the integration of the gender perspective in the research processes and contents of the University of Coimbra)
- c. RESTART Programme (FCT, 2023)

(ii) Taken measures to prevent sexual harassment, including in the workplace: Law No. 61/2023 of 9 November

Devised mechanisms for women's equal participation in economic decision-making bodies (e.g. in ministries of trade and finance, central banks, national economic commissions): EARLY DATE [for public HEIs, Law No. 26/2019, of 28 March | regime of balanced representation between men and women in managerial staff and in the bodies of the Public Administration] + GE Plans in the respective HEIs

7. In the past five years, what actions has your country taken to recognize, reduce and/or redistribute unpaid care and domestic work, promote work-life and family balance and strengthen the rights of paid care workers?

The Portuguese Government continues to give priority to promoting the labour market and work-life balance and efforts have been made to continue working on parental leave policy.

a) Parental leave

In 2019, with the approval of Law no. 90/2019, of 4 September, changes were made to the Labour Code to **strengthen parental protection**, namely:

- as of 2020, the father's exclusive initial parental leave was increased by five days, to 20 compulsory working days (to be taken within 6 weeks of the birth of the child, 5 of which had to be taken consecutively immediately after the birth) and 5 working days of optional leave (provided they were taken at the same time as the mother's initial parental leave) (Article 43(1) and (2) of the Labour Code).
- Initial parental leave was extended by a maximum of 30 days in the event of the child being hospitalised for special medical care, immediately after the recommended period of

postpartum hospitalisation (Article 40(5) of the Labour Code). In situations where the childbirth occurs up to and including 33 weeks, the leave provided for is increased by the total period of the child's hospitalisation, as well as a further 30 days after discharge from hospital (Article 40, paragraphs 6 and 7 of the Labour Code);

- Introduction of changes in terms of leave to travelling to a hospital unit located outside the island of residence, namely for childbirth (article 35, no. 1, b) of the Labour Code);
- The new Article 33a clarifies that references to mothers and fathers are considered to be references to the holders of parental rights, except for those resulting from their biological condition.

The “Agenda do Trabalho Digno e de Valorização dos Jovens no Mercado de Trabalho” (Agenda for Decent Work and Valuing Young People in the Labour Market) approved by Law no. 13/2023, of 3 April, which came into force on 1 May 2023, reinforces public instruments and policies and proposes specific measures, specifically to respond to the challenges of reconciling professional, family and personal life, which undermine equality between men and women. Thus, changes have been made to the Labour Code in order to **strengthen parental protection**, namely:

- In the event of opting for initial parental leave of 120 or 150 days, parents may, after taking 120 consecutive days, combine the remaining days of leave with part-time work on each day;
- The period of leave can be taken by both parents, simultaneously or sequentially;
- The mother must take 42 consecutive days of leave after giving birth;
- The father's exclusive parental leave becomes 28 days, consecutive or interpolated, in the 42 days following the birth of the child, seven of which must be taken consecutively immediately after the birth.
- After taking up the father's exclusive parental leave, the father is also entitled to seven days of optional leave, consecutive or interpolated, provided that it is taken at the same time as the mother's initial parental leave.

These changes to parental leave are intended to reinforce father's leave and the incentive for father and mother to share initial parental leave rewarding the sharing of parental care, even though retained non-transferable individual rights for both parents.

b) Care leave

The “Agenda for Decent Work” approved by Law no. 13/2023, of 3 April, introduces the right for workers with the status of informal non-main carer to a new annual leave of 5 consecutive days and the right to work flexible working hours, as well as to work part-time, consecutively or interpolated, for a maximum period of 4 years.

c) Telework

Law no. 83/2021, of 6 December, extended the situations in which parents have the right to telework. In addition to the right of workers with children up to the age of 3 to telework, when it is compatible with the activity performed and the employer has the resources and means to do so, Article 166-A of the Labour Code now provides for this right to be extended up to the age of 8, under certain circumstances, without the employer being able to object, except in the case of a micro-enterprise. These conditions are:

- a. If both parents meet the conditions for teleworking and it is carried out by both of them in successive periods of equal duration within a maximum reference period of 12 months;

- b. If the family is single-parent or if only one of the parents demonstrably meets the conditions for teleworking.

It also provides for the right to telework for up to 4 consecutive or interpolated years for workers with the status of informal non-main carer, when this is compatible with the activity performed and the employer has the resources and means to do so. Once these conditions have been met, the employer can only object on the grounds of overriding business requirements, and the procedure set out in paragraphs 3 to 10 of article 57 of the Labour Code applies, which provides for the assessment of the grounds invoked by the employer by the Commission for Equality in Labour and Employment (CITE).

d) Dismissal protection

In 2019, Law no. 90/2019, of 4 September, which strengthens protection during parenthood by amending the Labour Code, approved by Law no. 7/2009, of 12 February, reinforced the protection mechanism by establishing that the employer must notify the entity with competence in the area of equal opportunities between men and women (CITE) within five working days of the termination of the employment contract during the trial period whenever a pregnant worker, worker who has recently given birth or is breastfeeding or a worker on parental leave is involved, and any breach of this provision constitutes a serious offence (Article 114).

The "Agenda for Decent Work and Valuing Young People in the Labour Market" extends dismissal protection in the case of workers with the status of informal non-main carer.

8. In the past five years, what actions has your country taken to reduce the gender digital divide?

Portugal, through the Commission for Citizenship and Gender Equality, applied to the Gender Mainstreaming in Public Policy and Budgeting Project, within the framework of the Directorate-General for Structural Reform Support -DG-Reform/European Commission, 2022.

The Action Plan of these project aims to boost gender mainstreaming in the public policies of the Digital Transition

Objectives:

- Pilot on gender impact assessment in the Digital Transition.
- Capacity building/training for civil servants on gender mainstreaming and gender responsive budget adjusted to the Transition Digital area.
- Revision of indicators and objectives currently associated with the monitoring of the State Budget Information and Complementary Elements.

The objectives above will be implemented in the current year.

9. In the past five years, how has the macroeconomic and fiscal policy environment affected the implementation of the BPfA in your country, and what macroeconomic policies has your country implemented in support of a more gender-equal economy?

In the narrative report, please provide details on the evolution of public and private finance mobilized to advance gender equality, monetary and trade policies, as appropriate, as well as any effects of fiscal consolidation / austerity measures, such as cuts in public expenditure or public sector downsizing, on women and men, boys and girls. (2 pages max.)

In the online survey, you will be asked whether your country has introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public sector downsizing, over the past five years (YES/NO). If YES, you will be asked if assessments on their impact on women and men, respectively, been conducted before or after the measures were put in place (YES/NO).

Poverty eradication, social protection and social services

Critical areas of concern:

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

10. In the last five years, what actions has your country taken to reduce/eradicate poverty among women and girls?

a) Social Integration Income (RSI)

Regarding the RSI, as a direct measure to combat the severity of poverty, along with the simplification of processes for greater "take-up" of the benefit (unofficial renewal of the benefit by the services, attribution of the RSI before the signing of the insertion contract), the reference values were updated, with a view to converging with the value of the social pension.

The value of the RSI for the years 2023 and 2024 was updated, respectively to € 209.11 and € 237.25, starting to converge with the value of the social pension²².

	2020	2021	2022	2023	2024
RSI	€ 189,66	€ 189,66	€ 189,66	€ 209,11	€ 237,25

b) Child Guarantee

In 2022, the Child Guarantee was created intended to protect children and young people under the age of 18 from households living in extreme poverty.

This Guarantee consists of a regular cash support for children and young people up to the age of 18, which complements the family allowance. In 2022, the Guarantee complemented the child benefit to guarantee €840 per year per child or young person. In 2023, it guaranteed a global amount of €1200 per year per child or young person. And in 2024, the amount to be received corresponds to

²² Portarias nº 32/2023, de 20 de janeiro, e n.º 420/2023, de 11 de dezembro

the difference between the amount of the family allowance for children and young people and the monthly value of the child guarantee, in order to guarantee the payment of a total amount of €122.²³

c) Inequalities and discrimination

In the context of the fight against inequalities and discrimination, the Institute of Employment and Vocational Training (IEFP) participates in cooperation networks at local, regional, national and international levels, which are particularly relevant, within the framework of the planning, organization and development of adjusted training processes, privileging network intervention, fostering inter-institutional articulation and action, and promoting actions capable of generating multiplier effects and enhancing the creation of endogenous resources that favor the paths of social and professional integration of the audiences covered.

However, and according to what was answered in Q1, it follows a transversal and non-specific logic of support for women and girls.

The IEFP participates in and integrates different working groups in the field of combating poverty and inequalities/discrimination, reflecting the objectives of these programmes and strategies at national level and social policy, in the employment and training policy measures and in the set of technical interventions promoted by the employment and training services.

The implementation of the Plan for Equality at IEFP responded to the objectives of the National Strategy for Equality and Non-Discrimination 2018-2030 (ENIND) and the respective National Action Plans, under the terms of the Resolution of the Council of Ministers, No. 61/2018, of May 21.

This project aims to contribute to the deepening of the issues associated with the theme of equality and non-discrimination and to improve the internal practices of IEFP, adopting and promoting measures aimed at achieving the objectives for equality, respecting, in particular, equal treatment and opportunities between women and men, the elimination of discrimination and the promotion of reconciliation between personal life, family and professional.

In March 2023, a self-diagnosis instrument was developed and applied, which allowed for a quick and effective identification of needs, for the preparation and implementation of the respective Action Plan. The self-diagnosis covered the following dimensions: Strategic Planning; Human Resource Management; Communication and Community Relations, each of which is a crucial area for the identification of policies and practices in the field of gender equality.

This Plan for Equality in IEFP contains measures to be developed in the 2023-2025 triennium and is structured around 5 thematic areas: i) Promotion of a Gender Organizational Culture; ii) Gender Balance in the Decision-Making Processes of Management and Management Bodies; iii) Inclusive Recruitment and Labor Reintegration; iv) Protection in Parenthood and Work, Family and Personal Life Balance; and v) Prevention of Harassment at Work.

It is also noteworthy, as an example of measures adopted by IEFP, I.P. in the fight against inequalities and discrimination, the construction and availability, in August 2022, of the Reference for Continuous Pedagogical Training of Trainers – INTERCULTURAL LEARNING, aim purpose is to provide trainers with technical and pedagogical skills for the development of training in intercultural contexts:

²³ Portaria n.º 422/2023, de 11 de dezembro.

MODULE 2 – STEREOTYPES, PREJUDICES AND DISCRIMINATION of this Framework addresses issues related to gender equality by having as its main objectives:

- Understand the concepts of stereotyping, prejudice, bias, micro-messaging, and discrimination
- Analyzing how the brain registers and operates in the face of difference to lead to discrimination
- Understand the concepts of discrimination, inclusion, privilege, and social justice.
- Identify the different types of discrimination and the situations in which they occur.

Module 4 - GYPSY COMMUNITIES IN PORTUGAL also addresses the same issues by having as its main objectives:

- Understand the history, symbolic values and culture of the gypsy communities present in Portugal.
- Demystify beliefs and prejudices about the Roma community.
- Identify and analyze ways to overcome the exclusion of Roma communities in Portugal: avenues for action.

11. In the past five years, what actions has your country taken to improve access to social protection for women and girls?

- **Family Allowance for Children and Young People (Child benefit)**

This allowance, now complemented by the Child Guarantee, has been valued and updated annually, as part of the strategy to combat poverty among children and young people.

Current values of Family Allowance /child or young

Household income	Up to 36 months of age	More than 36 months and up to 72 months	Over 72 months
1st income bracket (+ Child Guarantee)		122,00 € (72,00 € + 50,00 €)	
1st income bracket	183,03 €	72,00 €	
2nd income bracket	154,92 €	72,00 €	

3rd income bracket	126,57 €	56,86 €	52,09 €
4th income bracket	84,75 €	42,91 €	

Source: Directorate General for Social Security (DGSS)

These amounts are increased in the case of large families. Families with only one adult (single parents) are also entitled to an increase per child or young person. In 2023, the increase for single-parent families (mostly women) was improved, from 50% in the 1st income bracket (previously 35%) and 42.5% between the 2nd and 4th income brackets, and in 2024 it became 50% for all income brackets (1st to 4th).

- **Support Allowance for principal informal carers**

Created under the status of the Principal Informal Carer for the person who accompanies and cares for the dependent person on a permanent basis, not receiving any remuneration for another professional activity or for the care they provide to the person cared for.

In addition to the allowance, the principal informal carer is also entitled to enroll in the Voluntary Social Security scheme, an optional contributory scheme that aims to guarantee the right to Social Security to people over 18, who are not covered by any compulsory scheme.

Access to this allowance is means-tested, with the amount being equal to the difference between the sum of the income of the principal informal carer and the reference value of the allowance (€509.26 in 2024). In addition, there is an increase of 50% of the contribution on the remuneration value of 1 IAS, if the principal informal caregiver is enrolled in the voluntary social insurance scheme.

You will also be asked about gender-responsive social protection innovations during the COVID-19 pandemic, with the following options to choose from:

- There was no significant social protection response to the COVID-19 pandemic.
- The social protection response to the pandemic was significant but did not spur any gender-responsive innovations.
- The social protection response to the pandemic spurred gender-responsive innovations, but measures were mainly short-term.
- The pandemic spurred gender-responsive innovations as well as longer-term transformations of social protection to strengthen women's income security.

12. In the past five years, what actions has your country taken to improve health outcomes for women and girls in your country?

- Publication of the Guidance on Health Care during Labor - Guidance 002/2023, May 12 Cuidados de Saúde durante o Trabalho de Parto – Orientação 002/2023, 12 de maio;
- Publication of the Standard on Health Care in Preconception, Pregnancy and the Puerperium - Guideline 001/2023, January 27 Orientação 001/2023, 27 de janeiro;
- Publication of DGS Guideline 006/2022 on the monitoring of pregnant women during inter-hospital transfer Acompanhamento de mulheres grávidas durante a transferência inter-hospitalar

- Publication of Law No. 110/2019 of September 9, which establishes the principles, rights and duties applicable to the protection of preconception, medically assisted procreation, pregnancy, childbirth, birth and the puerperium;
- Monitoring Maternal Mortality, through the National Maternal Mortality Monitoring Committee (DGS Order 009/2022);
- Monitoring and publication of the Female Genital Mutilation data report from the National Electronic Health Record Atualização dos Registos de Mutilação Genital Feminina, referente ao ano de 2022;
- Publication of Joint Normative Circular ACSS/DGS no. 11/2023 allowing the assignment in the maternal facilities of the User Number to All Newborns - an exceptional measure for children in situations of vulnerability Circular Normativa Conjunta ACSS/DGS nº 11/2023;
- Publication of Joint Normative Circular no. 4/2022/ACSS/DGS, which defined access to admission for treatments to preserve reproductive potential in situations of serious illness, for women up to the age of 40 (39 years and 365 days or 366 in the case of leap years). It also defines access to PMA treatments up to the age of 50 (49 years and 365 days or 366 in the case of leap years) in situations where there is cryo-preserved material, as part of the preservation of reproductive potential due to serious illness. This work was done in collaboration with the Portuguese Infertility Association and the partners in the campaign to promote it.
- Following the creation of a working group (Order no. 1076/2019), the Normative Circulars on Medical Interruption of Pregnancy (no. 9 - 21.6.2007) and on the Organization of Services for the implementation of Law no. 16/2007 of 17 April (no. 11/SR 21/06/07) have been revised and training protocols on Interruption of Pregnancy (IG) have been validated.
- “Handbook for Procedures to Collaborate actively in the Prevention and Elimination of Female Genital Mutilation”, which was shared with all CPCJ through Circular Letter 4/2021, of February 4. It is also noteworthy to mention that the CNPDPCJ participates in working groups established within the scope of the implementation of the National Strategy for Equality and Non-Discrimination 2018-2030, namely in the Action Plan for Preventing and Combatting All Forms of Violence against Women, Gender-Based Violence and Domestic Violence 2018-2021.

One example of the joint work that has been developed between Education and Health is the Health Education Framework. A flexible, voluntarily adopted, jointly built educational tool that contributes to Health Promotion and Education (PES) in schools as a continuous process aimed at developing children and young people's skills, enabling them to positively confront themselves, build a life project and be able to make individual, conscious and responsible choices.

Promoting health education at school also has the mission of creating environments that facilitate these choices and stimulate critical thinking in order to exercise an active citizenship. This framework includes objectives that focus on the prevention of violence and gender-based violence, as well as gender equality. In the context of the National Strategy for Citizenship Education (ENEC) and of the School Strategy for Citizenship Education (EECE), each school carries out a holistic work involving, among other things, the areas of health, sexuality and gender equality. The Health Education and Sexuality Projects that each school develops and which are monitored and supported by the Directorate-General for Education (DGE) through the Health Promotion and Education Support Programme (PAPES) also boost this work. Several other ongoing actions are, for example, related to Menstrual Health, which affects half the world's population, with the organisation of a webinar "Eye to eye: menstrual health - a subject that concerns us all" aimed at young people and the rest of the educational community, to raise awareness of the health and poverty issues associated with menstruation.

13. In the past five years, what actions has your country taken to improve education outcomes and skills for women and girls, including in sectors where they are underrepresented?

The program «Novas Lideranças para um Desporto + Igual» (New Leaderships for a More Equal Sport) was created in 2023. It is a training and mentoring program aimed at young managers (up to 35 years old) in the field of sport, who wish to develop their leadership skills, integrating equality between women and men as a priority in the good governance agenda of its sports.

Pursuing the objectives of gender equality in sport and following the measures recommended in the Report resulting from the Working Group for Gender Equality in Sport, it was created the national campaign «Tu também podes ser a Presidente do teu Clube. Entra em campo» (You can also be the president of your club). It's aimed at girls, secondary school students, with a view to promoting and valuing female leadership, especially in sport. The campaign objectives are: demonstrate to the segment of young secondary school girls that being a woman, and being president of a club, is possible, and isn't just a dream; contribute to ending the stereotypes that keep women out of the game, in matters of leadership in sport.

Regarding youth associations, gender equality and the involvement of young people who face barriers to social integration (including minorities) are used as evaluation criteria in support programs for youth associations.

Gender equality is a key factor for creating stronger, more sustainable, more competitive, and more inclusive societies and economies. Hence, it is necessary to take action from an early age, in order to prevent the consolidation of social and cultural stereotypes. Education and training systems play a crucial role in this endeavour.

The Portuguese education and training system is aligned with international policy guidelines and the values shared by the EU, such as the 2030 Agenda for Sustainable Development and the European Pillar of Social Rights. As such, it promotes equity, social inclusion and active citizenship for all, regardless of gender, race or ethnic origin, nationality, religion or belief, age and/or having special needs.

The **National Strategy for Citizenship Education (ENEC)** and the **Students' Profile at the end of Compulsory Schooling (PA)** are reference documents that ensure that education provided in Portugal in

the different cycles of compulsory education enshrines the respect for the founding principles of the Sustainable Development Goals and the European Pillar of Social Rights.

The National Strategy for Citizenship Education (ENEC) reinforces the implementation of the Citizenship, Development curriculum component at all levels of education and teaching, from pre-school to secondary education, respecting the principles, values, and areas of competence set out in the Profile of Students Leaving Compulsory Schooling (PA).

The different areas of Citizenship Education are organised into three groups with different implications, comprising domains such as Human Rights, Gender Equality, Interculturality, Sustainable Development, Sexuality, Media, Institutions and Democratic Participation, Financial Literacy and Consumer Education, Road Safety, Risk Education, Animal Welfare, Entrepreneurship, World of Work, Security, Defence and Peace and Volunteering.

Moreover, the **National Strategy for Equality and Non-Discrimination – Portugal+Igal (ENIND 2018-2030)**, combining specific actions with the mainstreaming of the gender perspective in all public policies, is based on a strategic vision for the sustainable future of Portugal. As a country that effectively enforces Human Rights, it places a very particular focus on education as a cradle for building and promoting values of equality and non-discrimination between men and women.

Over the past five years, Portugal has taken actions to improve the educational attainment and skills of the population (women and girls included). In this sense, it is worth mentioning:

- The **Qualifica Programme**, a large-scale re- and up-skilling programme for low-skilled adults, has been central to reinforce the participation of adults in lifelong learning and increase their educational attainment and basic skills since 2017. Up to March 2024, this Programme has registered 1.059.236 enrolments in *Qualifica* Centres, 58% of which are women and more than 1.450.000 certifications (full or partial) have been issued.

- Within the scope of the updating of the National Catalogue of Qualifications (NCQ), a set of short and medium-term pathways (currently 41), lasting up to 350 hours, for young people and adults, in emerging areas and with added value for the economy, have been designed and integrated into the Catalogue, namely:

- the **Programme “Jovem + Digital”** (“Young + Digital”)

Aimed at young adults unemployed and aged between 18 and 35 years old. Created in 2020, currently integrates 16 training pathways that last up to 350 hours. The goal is to develop IT and digital skills in specific technical fields. Between October 2020 and April 2024, the programme registered 23.573 enrolments (of which 15.062 are from women), 10.011 full certifications and 7.279 partial certifications;

- the **Programme “Digital Skills Certificate”**

Created in 2021, aims to raise the digital skills of the Portuguese population, as a foundation for social inclusion and employability. It is targeted at citizens aged 18 or over, willing to obtain training, skills recognition, or certification of skills in the digital area. The certification awarded is in line with the national Digital Competence Dynamic Reference Framework, corresponding to levels 1 (basic), 2 (intermediate) and 3 (advanced). Each pathway lasts up to 200 hours. Between August 2021 and April 2024, the programme

registered 53.537 enrolments (33.312 are female enrolments), 18.367 full certifications and 23.325 partial certifications;

Despite the two aforementioned programs being general training and qualification programs for all, they perform a positive impact on gender equality and opportunity indicators, as evidenced by the majority participation of women. This demonstrates their interest in technological and digital fields and contributes to enhancing the digital skills of girls and women.

Concrete measures / Actions for specific groups:

- (i) **Taken measures to increase girls' access to, retention in and completion of technical and vocational education and training (TVET) and skills development programmes:** Programme [Engenheiras por um Dia](#)
- (ii) **Strengthened educational curricula to increase gender-responsiveness and eliminate bias, at all levels of education:** Research projects (ex. EEA Grants / Gender@UC)

Promoted safe, harassment-free and inclusive educational environments for women and girls: Law No. 61/2023, of 9 November

14. What actions has your country taken to ensure that economic recovery from the COVID-19 pandemic closes gender gaps in poverty, employment, social protection, education, and/or health that the pandemic has exacerbated?

Combating informal work

The support granted in the context of the COVID-19 pandemic has been adjusted to fill coverage gaps and minimise existing protection gaps between different groups of workers.

The formalization of the work of many informal workers was even enhanced (in order to have access to social support) through incentives for formalization (i.e. coverage of situations of lack of protection), which resulted in **i)** the granting of extraordinary support to self-employed workers and domestic service workers without minimum contributions for access to social support created under the exceptional measures to respond to the pandemic; **ii)** as well as workers without access to any social protection mechanism, but dependent on ex officio inclusion in the self-employed workers' scheme, also implying the maintenance of the exercise of activity for a minimum period of 24 months after the cessation of the payment of the benefit.

Measures taken in the context of the Covid-19 pandemic aimed directly or indirectly at workers in a situation of greater social vulnerability:

- Extraordinary Support for Workers (Exceptional financial support for employees and resident self-employed workers, which also included domestic service workers who had ceased their activity, and were not entitled to any social protection instrument or mechanism);
- Exceptional Support for the families of Employees and Domestic Service workers (Exceptional monthly or proportional support, paid for the duration of the suspension of face-to-face teaching and non-teaching activities);
- Extraordinary Measure for the Protection of Self-Employed and Informal Workers (Support for self-employed workers, informal, employees (including domestic workers), in a situation of lack of protection);

- Special Scheme for Access to the Social Integration Income - RSI (The granting of the RSI did not depend on the conclusion of the insertion contract, it was attributed in accordance with the remuneration at the time and not that of the previous 3 months);
- Extraordinary Extension of Social Benefits (Extension of minimum subsistence benefits whose concession or renewal ended by a certain date in 2020. Extraordinary suspension of the reassessment of the conditions for the maintenance of Social Security benefits);
- Inclusion of situations of Lack of protection (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);

It should be noted that this last measure, in particular, promoted the formalization of the inclusion of these workers in the social security system. The granting of financial support, in addition to being subject to the social security scheme for self-employed workers, also implied the maintenance of the exercise of activity for a minimum period of 24 months after the cessation of the payment of the benefit.

Decent Work Agenda

It is a set of measures that aims to combat job insecurity and consequently enhance wages, create conditions for a better balance between professional, family and personal life and promote equality in the labour market between women and men, including concrete measures to encourage the real sharing of family responsibilities.

Among the measures foreseen in the Decent Work Agenda is the strengthening of rights, the control and fight against informality in the domestic work sector, the overwhelming majority of which is provided by women, through greater standardization of the rules with the Labour Code, such as with regard to the payment of the Christmas bonus and the maximum limit of the normal working period.

It is also intended to improve the fight against undeclared work, reinforcing the sanctioning framework in cases where registration with social security is not carried out, namely by criminalizing the use of work in these circumstances, that is, the omission to communicate admission constitutes a crime if it does not take place within six months after the end of the communication period.

In the field of social security/social rights, in addition to the criminalization of the failure to declare work, the following measures stand out:

- Reinforcement of the protection guaranteed to younger student workers, who will be able to accumulate family allowance and scholarships with salary;
- Increase of the father's exclusive parental leave from 20 to 28 consecutive days and the correspondent social security benefit;
- An increase in the parental allowance when parental leave is shared equally between father and mother;
- Possibility of parental leave being used part-time by both parents, from 120 days, increasing the total duration;
- Creation of leave for gestational bereavement, which can go up to three days;
- Increase of leave due to the death of the spouse from five to twenty days;
- Right to teleworking, without the need for an agreement, for parents with children with disabilities, chronic illness or oncological disease;
- Extension of exemptions and leaves to those who want to adopt or be foster families;
- Non-principal informal caregivers now have a five-day leave and the right to fifteen days of justified absences from work;

- Informal carers now have the right to telework, flexible hours or part-time;
- Informal carers are now covered by protection against dismissal and discrimination.

Recovery and Resilience Program - Social Support Measures:

a) Reform of Equipment Provision and Social Responses (€591M):

- improvement of social assistance and personalized services provided in residential structures for the elderly (ERPI), following a needs assessment;
- promotion of licensing and/or regularization of ERPI that are operating outside the system;
- review of the legislative framework on licensing of social facilities;
- promoting innovative social responses, such as small-scale collaborative housing;
- development of an innovative home support model;
- strengthening social support for people in situations of social isolation, through the creation of multidisciplinary teams and a mechanism for mapping and monitoring vulnerable situations from a social point of view (Social Radar projects);
- increase in workforce levels and the quality of service provided by social responses, fundamentally in territories that still have lower coverage levels;
- strengthening support and social services for people with disabilities or dependence and promoting their autonomy and independent life.

b) National Strategy for the Inclusion of People with Disabilities 2021-2025 (360° Accessibility (€53M)):

- interventions in public space and social infrastructures, such as daycare centers and primary schools, health units and spaces for social and cultural events, workshops and/or training courses, and
- interventions of an intangible nature that aim to promote social cohesion, such as the active involvement of communities in their design and execution, the promotion of entrepreneurship in locally based small businesses, the development of projects to combat school failure and dropout, the provision professional training and the promotion of sport.

c) Contracting of Integrated Support Programs for Disadvantaged Communities in Metropolitan Areas (€250M):

- identification of the territories subject to intervention based on a current social diagnosis, which already includes the effects of the pandemic, which allows acting in a localized and effective way on these communities;
- synchronous, concerted and integrated response from local and sectoral actors to the problems facing that community and the individuals that make it up.

d) National Strategy to Combat Poverty (40 M€):

- integrated policies focused on the specificities of social exclusion and poverty at local level;
- creation of a single monitoring framework for poverty-related indicators

During the COVID-19 pandemic, several Standards and Guidelines were published to guarantee access to healthcare for women and children. For example: The **health surveillance of the pregnant woman** was maintained and could not be postponed through Guideline No. 018/2020 of 30 March - National Program of Low Risk Pregnancy Surveillance.

Also, within the scope of the National Program for Child and Youth Health (PNSIJ), Information nº 08/2020 of March 26 of PNSIJ was created, guaranteeing the continuity of children's health surveillance, especially in Primary Health Care (Family Health Teams, Vaccination, Local Early Intervention Teams, Support Groups for Children and Youth at Risk, Adult Violence Prevention Teams, through face-to-face contacts (all consultations that coincide with vaccination are considered priority and urgent) or telecontacts. These interventions are especially relevant for younger children who do not attend an educational establishment.

The [Plan 21|23 Escola+](#) has been implemented to remedy students' learning losses during the pandemic, so that no one was left behind. The plan integrated a series of measures aimed at promoting school success and, above all, fighting inequalities through education.

In 2023, the [Plan 23|24 Escola+](#) was approved and is now ongoing. It offers schools specific actions to be implemented in the 2023/2024 school year, based on the results and experience gained. The structuring of the 23|24 School+ Plan is based on seven domains that encompass various actions to be implemented in primary and secondary education and maintains a multidimensional approach to hindering the impacts of the pandemic on schools, including diversified measures to recover not only learning deficits, but also the emotional, social and mental well-being of students.

Freedom from violence, stigma and stereotypes

Critical areas of concern:

- D. Violence against women
- I. Human rights of women
- J. Women and the media
- L. The girl child

15. Over the past five years, which forms of gender-based violence, and in which specific contexts or settings, has your country prioritized for action?

Domestic Violence

- **Law no. 57/2021**, of 16 August- Extended the protection of victims of domestic violence, amending Law no. 112/2009 of 16 September (Legal regime applicable to the prevention of domestic violence and the protection and assistance of its victims), the Criminal Code and the Code of Criminal Procedure:

Extended the concept of victim: "Victim" of domestic violence is now defined as a natural person who has suffered harm, namely an attack on their physical or mental integrity, emotional or moral damage, or material loss, directly caused by an action or omission, within the scope of the crime of domestic violence provided for in Article 152 of the Criminal Code, including children or young people up to the age of 18 who have suffered abuse related to exposure to contexts of domestic violence (Article 2 (a) of Law no. 112/2009).

Provided for the immediate communication of the attribution of victim status whenever there are minor children to the CPCJ (National Commission for the Promotion of Rights and Protection of Children and

Young People) and Family Courts: whenever there are minor children, the attribution of victim status to the child and adult is immediately communicated by the judicial authorities or law enforcement authorities to the child and youth protection commission and to the territorially competent family and minors Court (. Article 14 (6) of Law no. 11/2009).

Whenever this communication is addressed to the territorially competent family and minors Court, it must be accompanied by a copy of the respective report or complaint, including a copy of the documentation relating to additional steps taken in the meantime (Article 14 (7) of Law no. 11/2009).

Amends Article 20 (right to protection), regarding teleassistance.

Provides for the reassessment of the individualized safety plan by the law enforcement authorities : Police protection of a victim of domestic violence, in or out of court, must be based on the provision of self-protection guidelines or an individualized safety plan, drawn up by the locally competent police authority, according to the level of risk of re-victimization, which guides the moment of reassessment of this risk (Article 27-A (2)of Law no. 11/2009).

The complaint obtained by the law enforcement authorities is immediately sent to the Public Prosecution Office and accompanied by the victim's first risk assessment: The complaint is immediately drawn up by the entity that receives it and, when made to an entity other than the Public Prosecution Office, it is immediately sent to this office, accompanied by the victim's first risk assessment carried out by the law enforcement authorities , and subsequent reassessments are also sent to the Public Prosecution Office (Article 29(3) of Law no. 11/2009).

Amends and adds urgent coercive measures for defendants accused of the crime of domestic violence: Amendments - Not to remain in or approach the residence where the crime was committed, where the victim lives or which is the family home, imposing on the defendant the obligation to leave it (Article 31 (1) (c)); Not to contact the victim or go to certain place or places where the victim's family lives, as well as not to contact, approach or visit the victim's pets or family (Article 31 (1)(d)). (Article 31(1)(c)); Not to contact the victim, certain people or frequent certain places or environments, as well as not to contact, approach or visit the victim's or family's pets (Article 31(1)(d)); Additions - Restricting the exercise of parental responsibilities, guardianship, the exercise of measures relating to accompanied adults, the administration of property or the issue of securities (new Article 31(1)(e) of Law no. 11/2009).

It also amends Article 31 (4): coercive measures involving the restriction of contact between parents or between parents and their offspring are immediately communicated by the court to the Public Prosecution Office at the competent court, for the purposes of urgently initiating the respective procedure of regulation or amendment of the regulation of the exercise of parental responsibilities and/or the civil guardianship measure deemed appropriate.

Establishes the obligation to update the victim's risk assessment at the trial stage: in the order designating the day for the trial hearing, the court requests the victim's updated risk assessment (Article 34-A of Law no.11/2009).

Clarified that a suspended sentence imposed on defendants convicted of domestic violence can be cumulated with the imposition of the obligation to comply with specific duties or rules of conduct (new wording of Article 34 (b)(1)).

Broadened the scope of the Domestic Violence Database, now referred to as Violence against Women and Domestic Violence Database (under the responsibility of the Ministry of Internal Affairs), which now has the following purposes (new wording of Article 37-A of Law no. 11/2009):

a) To promote in-depth knowledge of violence against women and domestic violence, contributing to the development of criminal policy, security policy and other public policies specifically aimed at preventing and combating these forms of violence.

b) Obtain a global and integrated view of homicides and other forms of violence against women and domestic violence, by processing and cross-referencing information from the criminal justice system and including data from other sectors and making it possible to analyse the trajectories of cases.

It will therefore cover situations of abuse committed in the context of domestic violence or another crime committed against one of the persons referred to in Article 152 (1) and which has a more serious penal framework, including, in particular, homicide, serious bodily harm and rape, as well as other situations not included in the above, but which fall within the sphere of violence against women, namely female genital mutilation or stalking.,

Added constituent elements to the crime of domestic violence: it is now characterized not only by physical and psychological abuse, deprivation of liberty and sexual offences, but also by the creation of obstacles to access to or enjoyment of one's own or common economic and property resources (Article 152(1) of the Criminal Code).

The commission of these acts against a minor who is his/her descendant or one of the persons referred to in paragraphs a), b) and c) (spouse or ex-spouse, person of the other or same sex with whom the perpetrator maintains or has maintained a dating relationship or a relationship similar to that of spouses and the parent of a common descendant in the first degree), even if they do not live together, also constitutes a crime of domestic violence (new paragraph e) of article 152 of the Criminal Code).

Also included in the definition of victim in criminal proceedings is the child or young person up to the age of 18 who has suffered harm caused by an action or omission in the context of the commission of a crime, including those who have suffered abuse related to exposure to domestic violence (of Article 67-A (a) (iii) of the Code of Criminal Procedure);

- **Decree-Law no. 101/2020, of 26 November (amended Law no. 112/2009)** - Creates a family restructuring leave and respective allowance for workers who are victims of domestic violence and who, because of committing the crime of domestic violence, are forced to change their residence, for a maximum period of 10 consecutive days. At the same time, it aims to extend the family restructuring allowance to self-employed workers, members of statutory bodies and victims of domestic violence who do not have any employment or professional ties:

Adds Articles 43-A (Family restructuring leave), 43-B (Family restructuring allowance) and 43-C (Responsibility for paying the family restructuring allowance) to Law no. 112/2009.

Amends Article 58-A, assigning powers to the Social Security Institute to recognize the right, assign and pay the family restructuring allowance for victims of domestic violence, under the terms defined in Article 43-C (new point i) of Article 58-A).

Law no. 54/2020, of 26 August - Strengthens the protection measures for victims of domestic violence provided for in Law no. 112/2009 (Legal Regime applicable to the prevention of domestic violence, the protection and assistance of its victims):

Victims can request that their address be withheld from notifications from the competent authorities to which the suspect or defendant is the addressee (new Article 20(5) (Right to protection)).

- Public Prosecution Service Directive no. 5/2019, of 15 November, which establishes procedures to be followed by the Public Prosecution Service in matters of domestic violence.

Following the creation, in 2019, of the Specialized and Integrated Sections on Domestic Violence (SEIVD) in Lisbon (Lisbon, Sintra and Seixal) and Porto (Porto and Matosinhos) on an experimental basis, and within the scope of the Regional Departments for Criminal Investigation and Prosecution, Directive no. 5/2019 reflects this circumstance and includes a detailed chapter dedicated to the coordination of the criminal area and the family and children area. These rules also apply where there are no SEIVD's and whenever there are reports of children being present in the context of domestic violence, regardless of whether they are the recipients of the violent acts. SEIVD's are made up of a Criminal Action Unit (NAP) and a Family and Children's Unit (NFC). Roughly speaking, this directive includes rules on communication between NAP and NFC and specific procedural rules for NFC, which include liaison with CPCJ's, all of which are of a priority nature.

It also establishes specific procedures to be observed by prosecutors regarding domestic violence (mentioned above).

With regard to the provisional suspension of proceedings (Article 281 (7) Code of Criminal Procedure), this directive establishes that public prosecutors, through direct and face-to-face contact with the victim, verify whether the suspension corresponds to the victim's free and clear will and, if so, inform them of the objectives and consequences of such a suspension and the measures that may be imposed on the defendant.

When defining the injunctions and rules of conduct, public prosecutors should consider the dynamics of the relationship between the victim and the defendant at the time and the motivation behind the suspension, in order to meet the requirements of prevention that are particularly important. This definition is preceded by obtaining information, where relevant, on the decisions and measures taken within the framework of proceedings in family and children matters.

Sexual violence

Law no. 101/2019, of 6 September - Amended the Criminal Code, adapting the crimes of sexual coercion, rape, and sexual abuse of a hospitalised person to the provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence, and the Code of Criminal Procedure, in terms of prohibition and imposition of conducts.

- Sexual coercion and rape

"The Criminal Code referring to crimes of sexual coercion and rape, respectively, were amended by Law no. 101/2019, of 6 September, adapting them to the provisions of the Council of Europe Convention on preventing and combating violence against women and domestic violence. The amendments in question

centres the basic conduct on the lack of consent, qualifying its practice by using violence or serious threat as an aggravating factor of the legal type of crime."

It recognized that the crimes of sexual coercion and rape are always based on non-consent to the sexual act, and it is in this (non-consent) that the violence of the act is rooted, and, consequently, "violence" or "serious threat" ceased to be elements of the type of crimes in question, to become mere aggravating circumstances of the penalty - the core of the legal types of both crimes is now centered on the "non-consensual sexual act", abandoning the qualification regarding the practice of the "relevant" sexual act;

- Law no. 15/2024, of 29 January

Article 176-C is added to the Criminal Code with the following wording:

Acts contrary to sexual orientation, gender identity or expression:

1 - Anyone who subjects another person to acts aimed at altering or repressing their sexual orientation, gender identity or gender expression, including the performance or promotion of medical-surgical procedures, practices with pharmacological, psychotherapeutic or other psychological or behavioural resources, shall be punished with imprisonment of up to 3 years or a fine, if a more serious penalty is not imposed by virtue of another legal provision.

2 - Without prejudice to the provisions set forth in the previous paragraph, procedures applied in the context of self-determination of gender identity and expression, as established in Articles 3 and 5 of Law no. 38/2018, of 7 August, and which are carried out in accordance with *leges artis*, are not punishable.

3 - Anyone who, within the scope of the conduct described in paragraph 1, develops treatments, or performs surgical, pharmacological, or other interventions that entail irreversible changes to the person's body and sexual characteristics, shall be punished with imprisonment of up to 5 years, if a more serious penalty does not apply to them by virtue of another legal provision.

4 - The attempt is punishable."

Discrimination and incitement to hatred

- **Law no. 4/2024**, of 15 January amended Article 240 of the Criminal Code (discrimination and incitement to hatred and violence). This amendment:
 - Added prohibited discrimination factors - language, nationality, territory of origin, gender expression or sexual characteristics, political or ideological opinions, education, economic situation or social status.
 - Eliminated the restriction that incitement be committed through organised propaganda activity.

Article 240 (1) criminalises the creation of racist organizations and participation in its activities for the purpose of incitement to hatred or violence, but Article 240 (2) punishes whoever (legal or natural person), publicly, by any means intended for dissemination:

a) Causes acts of violence against a person or group of persons because of their ethno-racial origin, national or religious origin, colour, nationality, descent, territory of origin, religion, language, sex, sexual orientation, gender identity or expression or sexual characteristics, physical or mental disability.

b) Defames or insults a person or group of persons because of their racial/ethnic origin, national or religious origin, colour, nationality, descent, territory of origin, religion, language, sex, sexual orientation, gender identity or expression or sexual characteristics, physical or mental disability.

- c) Threatens a person or group of persons because of their racial/ethnic origin, national or religious origin, colour, nationality, descent, territory of origin, religion, language, sex, sexual orientation, gender identity or expression or sex characteristics, physical or mental disability. or
- d) Incites to discrimination, hatred or violence against a person or group of persons because of their racial/ethnic origin, national or religious origin, colour, nationality, descent, territory of origin, religion, language, sex, sexual orientation, gender identity or expression or sex characteristics, physical or mental disability.

In addition, when these offences are committed through a computer system, the court can order the deletion of computer data or content, interrupt, cease or block access to a certain service provider or to computer data that exclusively or predominantly disseminates discriminatory content referred to in the previous paragraphs (Article 240 (3)).

- **Law 26/2023**, of 30 March amended Decree-Law no. 7/2004, of 7 January, that transposed into national law Directive 2000/31/EC of the European Parliament and of the Council of 8 June 2000 on certain legal aspects of information society services, in particular electronic commerce, in the Internal Market.

Article 19-A - Information duties

Intermediary providers of network services, within the meaning of this Decree-Law, shall inform the Public Prosecution Office immediately upon becoming aware of the detection of content made available through the services they provide, whenever the making available of such content, or access to it, may constitute a criminal offence, namely a crime of child pornography, a crime of discrimination and incitement to hatred and violence or, if there is a communication from the offended party or a third party that contributes to the indictment of the illegal conduct, a crime of violation of sexual or bodily intimacy..

Article 19-B - Blocking obligations.

1 - Without prejudice to the provisions of the previous article, intermediary network service providers shall ensure, within 48 hours, the blocking of sites identified as containing pornography of minors or related material and, in the event of a request from the offended party or a third party that contributes to the indication of illicit conduct, the violation of sexual or bodily intimacy or related material, through a transparent procedure and with adequate guarantees, namely ensuring that the restriction is limited to what is necessary and proportionate, and that users are informed of the reason for the restrictions.

2 - For the purposes of the previous paragraph, sites identified as containing pornography of minors, invasion of sexual or bodily intimacy or, in both cases, related material, shall be deemed to be all those included in the lists drawn up for this purpose by the national and international bodies responsible for preventing and combating crime, under the terms set out in the following paragraph

3- The lists referred to in the previous paragraph shall be communicated to the intermediary network service providers and the Prosecutor General's Office by the entities that drew them up, with the collaboration of the competent sectoral authorities, which, for this purpose, shall also provide the Prosecutor General's Office with all the elements identifying the intermediary network service providers and inform it of any changes that occur in this regard.

4 - The blocking carried out under the provisions of paragraph 1 may be challenged before the competent judge, under the general terms.

It should be also highlighted the execution of the Integrated Urban Security Strategy (EISU), as a benchmark for integrated action to guarantee the safety and well-being of society (Resolution of the Council of Ministers no. 91/2023, of 9 August) which offers particular attention to "hate crimes and the supervision of social networks for signalling hateful behaviour, in conjunction with the provisions of the National Strategy for Combating Terrorism (ENCT)(xv), namely with regard to prevention, the coordination of "all the necessary capacities to combat hate speech and disinformation in cyberspace, as well as in other common global communication spaces, making it impossible for them to be used for radicalisation, attracting and recruiting individuals and spreading extremist propaganda".

Victims of domestic violence

A Leave to support family restructuring and corresponding Allowance were created in 2020 to support victims of domestic violence who have been granted this status, and who are forced to leave their permanent residence due to that crime.

Allowance with a maximum duration of 10 days, covering employees, self-employed workers, members of statutory bodies. Victims without an employment relationship or contract, who are not covered by the Social Security system, are also covered. In the case of workers covered by the convergent social protection system, the responsibility for payment lies with the public employer. In the case of employees or public servants, the allowance corresponds to the employee's daily remuneration. In the case of other workers, they receive the amount proportional to the days of leave, calculated on the value of the Social Support Index.

Extension of social protection to workers who are victims of domestic violence and who are unemployed. The termination of the employment contract at the initiative of a person with the status of victim of domestic violence is now equivalent to a situation of involuntary unemployment, being able to access unemployment benefit depending on their contributory career.

Children and young people

Priority IV of the National Strategy on the Rights of the Child 2021-2024 encompasses measures for:

- Preventing and combatting violence against all children and young people, and for promoting a culture of non-violence. This includes initiatives aimed at combatting intrafamily violence, violence in educational and sports contexts, dating violence, and exploitation, child trafficking, early and forced marriage and female genital mutilation.
- Increasing the safety levels for all children while accessing digital media;
- Promote the knowledge on the various forms of violence against or perpetrated by children and young people, the qualification of the protective and preventive responses of the National System for the Promotion of the Rights and Protection of Children and Young People and the qualification of intervention in the context of juvenile justice.

The 2021-2022 Action Plan of this Strategy included measures concerning the prevention of trafficking in human beings and violence against children.

On October 11, 2021, the CNPDPCJ marked the International Day of the Girl by joining a [campaign on early marriage](#) steered by the Working Group to Prevent and Combat Child, Early and Forced

Marriages, coordinated by the Secretary of State for Citizenship and Equality. The campaign was aimed at informing professionals and technicians of public services working in this field about the myths and facts associated with early marriage.

In the 2023-2024 Action Plan of this Strategy, the implementation of Operational Objective 12.2, which aims to “Prevent and combat all other forms of violence against or perpetrated by children, including exploitation, trafficking, early and forced marriage and female genital mutilation”, includes measure 12.2.1, regarding the qualification of professionals on early and forced marriages and female genital mutilation, which is specifically geared towards the rights of girls and young women.

The CNPDPCJ is also part of the working group to combat harmful traditional practices, whose actions contribute to the National Strategy for Equality and Non-Discrimination 2018-2030 "Portugal + Igual", which includes measures to prevent and combat traditional practices, namely female genital mutilation, as part of the Action Plan to Prevent and Combat Violence Against Women and Domestic Violence.

To mark the International Day of Zero Tolerance against Female Genital Mutilation, the CNPDPCJ engages annually in awareness-raising campaigns on February 6, including through the dissemination of information focused on this specific type of violence against girls. In 2024, the CNPDPCJ also participated in the 7th Regional Meeting on integrated intervention to eradicate female genital mutilation.

Furthermore, the CNPDPCJ was a partner of the project "Know How to Protect: Good Support Practices for LGBTI+ Children and Young People", developed by Casa Qui²⁴. Further information on this project in the reply provided in Section Two – Question 3.

Regarding gender-based violence, the areas of priority action in health have been the following: child maltreatment, domestic violence, trafficking in human beings, female genital mutilation, with interventions close to families and community support networks.

- Explain which forms of gender-based violence MDN prioritized, according to the given topics.
- Sexual harassment and violence in public places, educational settings and workplaces
 - Gender-based violence in conflict-affected settings

Since 2019, National Defence has prioritized preventing and combating harassment in the workplace. In this sense and in accordance with national legislation, all National Defence entities/services have their own Code of Conduct for the Prevention and Elimination of Harassment. These teams are trained (Measure 88 of the Action Plan) in Equality and Harassment to disseminate information and awareness. National Defence has also created in 2020 the Harassment Prevention Unit - UPA. UPA's mission is to monitor and follow up on any reports relating to conduct that may constitute harassment, sexual violence, or discrimination, when practiced by military, militarized and civilian personnel in the Defence context. This unit is also one of the channels available for reporting situations that fall within this context, alongside the hierarchical chain of command and the Military Police.

Trafficking in Human Being

- In 2021, the National Reference System for Child Victims of TSH was created - Protocol for defining action procedures for the Prevention, Detection and Protection of (presumed) child victims of human trafficking. This Protocol establishes procedures for the prevention, detection, identification, support and protection of children (presumed) victims of TSH, consolidates and reinforces the coordination, cooperation and communication mechanisms between the professionals involved throughout the various stages and guarantees the best interests of the child

²⁴ Funded by PO ISE – Operational Programme Social Inclusion and Employment.

throughout all stages, namely avoiding situations of re-victimization or new trafficking. The NRM contains 9 Practical Tools that can be used in all cases of all (presumed) child victims of TIP, with a special focus on foreign victims accompanied and unaccompanied children). The NRM also considers, in its procedures, the inclusion of another measure of the IV PAPCTSH (2018-2021): the Protocol between the Directorate-General of Health and the Immigration and Borders Service that implements a mechanism for to flag and monitor children identified in the National Health Service (SNS).

- On July 1 of 2021, the Portuguese Government approved the new models of documents proving the attribution of victims' status and especially vulnerable victims' status – this latest includes victims of trafficking in human beings (Order no. 138-E/2021).
- One of Portugal's main priorities in this field is to continue the efforts to strengthen the prevention of THB through social, economic, and other types of measures, aiming to promote gender equality and combat gender-based violence. Two studies were implemented by Academia i) the costs of THB in Portugal and ii) the gender dimension of THB in Portugal.
- Regulatory Decree n.º 4/2022, Article 8º B "*Protection of children and vulnerable adults*" –which states that the national authorities responsible for the surveillance, inspection and border control carry out the appropriate steps for the identification and referral to the competent services, namely the ones belonging to the National Referral Mechanism on children (presumed) victims of Trafficking in Human Beings.
- In 2022, Casa Femina - Emergency Reception Center (CAE) was implemented for women and girls identified as victims of gender-based violence, namely harmful traditional practices such as child, early and forced marriages, and female genital mutilation. This response, with capacity for 10 users, available 24 hours a day and until now non-existent in Portugal, aims to provide temporary reception, in conditions of safety and effective support, ensuring the protection and physical, as well as psychological, integrity of these women and girls, and their redirection to another structure or social response that proves to be more appropriate or shelter.
- With Order No. 1498-A/2021, of February 5, a Working Group for the Prevention and Combat of Child, Early and Forced Marriages was created, with the aim of presenting to the member of the Government responsible for the area of citizenship and of equality, a final report - *White Book* - on Harmful Traditional Practices (PTN), with contributions and recommendations on preventing and combating child, early and forced marriages. The mandate of this Working Group was extended. Among the various purposes that were attached to this Working Group, the need to systematize the available information and characterize the state of the art and the situation regarding child, early and forced marriages in Portugal stands out. During the mandate of this Group, a survey was prepared with the aim of collecting information on cases of child, early and forced marriages (or similar unions) that came to the attention of Portuguese public and private entities in the period between January 2015 and December 2023.

- Portugal since 2007 has been implementing Action Plans. Before their final approval, all National Plans are open to a public consultation process. The draft of the Fifth Action Plan for Prevention and Combat to Human Trafficking was in that stage during 2023.

The Ministry of Home Affairs (MAI) has consistently reinforced awareness campaigns, improved coordination among all relevant entities, and bolstered the response capacity of the Security Forces. This has been achieved notably through investing in training initiatives for both the personnel of the GNR and PSP, ensuring they are increasingly equipped to receive, handle, treat, and follow up on domestic violence cases. Additionally, efforts have been made to enhance the network of victim support centers.

Over the past five years, as part of the annual joint training plan, numerous training sessions have been conducted for security force professionals. These sessions have involved collaborative participation from professionals across various sectors. The table below provides an overview of these training activities:

Years	Security forces	
	Training activities DV	Number of elements covered
2018	18	1209
2019	--	2014
2020	covid	covid
2021	80	769
2022	263	3257

Source: RASI 2018,2019,2020,2021, 2022

Furthermore, the Council of Ministers Resolution 139/2019 has introduced a comprehensive training plan on violence against women and domestic violence. This plan, the first of its kind, is designed for various sectors involved in addressing these issues. It standardizes concepts, defines contents, and outlines training methodologies derived from the analysis of specific cases. Moreover, it identifies a pool of specialized trainers, ensuring a multidisciplinary and interdisciplinary approach to training contents. Initially, the plan aims to train over twelve thousand public administration professionals from five sectors: security, justice, education, employment and social security, and health. The modules are structured around the conceptual framework of violence against women and domestic violence.

The table below outlines the in-service training of law enforcement professionals, specifically GNR and PSP. This curriculum addresses knowledge gaps, with a focus on areas such as domestic violence risk assessment and legal procedures. It comprises a total of 13-unit courses.

Years	In-service training of law enforcement	
	GNR	PSP
2021	294	475
2022	1605	1652

Source: Security Forces

The Portuguese Government's commitment to combat domestic violence and gender-based violence is praiseworthy. The establishment of the Multidisciplinary Technical Committee in 2019, along with the subsequent approval of Resolution 139/2019, underscores a determined effort to eradicate domestic violence. Let us now delve into the key aspects of this commitment:

Operational Instruments for Data Improvement:

The government is actively developing a platform and technical procedures to collect, harmonize, and process official data on homicides and other forms of violence against women and domestic violence. While this platform is being prepared, statistical data is regularly published every three months, covering various aspects such as police force participation, protection orders, victims in shelters, and homicides related to domestic violence.

Enhancing Victim Protection Mechanisms:

Efforts are being made to improve victim protection mechanisms within 72 hours of a complaint. This includes swift action and support for victims during this critical period.

Diversifying Training Models:

The government recognizes the importance of varied training approaches. By diversifying training models, professionals across sectors can better address domestic violence cases.

Primary and Secondary Prevention:

Focusing on both primary and secondary prevention, the government aims to reduce the incidence of domestic violence. This involves proactive measures to prevent violence and effective responses when incidents occur.

Harmonized Action Lines and Procedures:

In June 2020, four new guides were launched. These guides establish harmonized action lines and procedures related to violence against women and domestic violence. They serve as a comprehensive resource for relevant professionals, including police forces, magistrates, equality bodies, educators, health professionals, and social security personnel.

The collaborative efforts of professionals from various sectors demonstrate a commitment to addressing this critical issue and ensuring a safer environment for all.

In Portugal, domestic violence has been the crime against people with the highest homicide rate in recent decades. The complexity and multicausality of the problem of domestic violence justify the need to protect victims and provide the necessary, timely and effective intervention to mitigate this crime.

Bearing in mind that the forms of violence occur mainly in the private space of the home, and given the fragility of the victim, this problem requires special attention on the part of the police authorities, with regard to the immediate protection and safety of the victim, safeguarding their rights and ensuring the correct collection of evidence, which is essential in the context of criminal proceedings and fundamental for judicial decision-making.

References and Standards:

- Law no. 57/2021, of August 16, 11th amendment to Law no. 112/2009, of September 16 - Legal regime applicable to the prevention of domestic violence, the protection and assistance of its victims.

- Council of Ministers Resolution no. 61/2018 of May 21, 2018 - Establishes the National Strategy for Equality and Non-Discrimination 2018-2030 - Portugal + Equal (ENIND) - Action Plan to prevent and combat all forms of violence against women, gender-based violence and domestic violence (VMVD).
- Law no. 51/2023, of August 28 - Defines the objectives, priorities and guidelines of criminal policy for the 2023-2025 biennium, in compliance with Law no. 17/2006, of May 23, which approves the Criminal Policy Framework Law.
- Internal of PSP:
- Permanent Execution Standard AUOOS/DO/03/01 OF 06JUL2021 - Police Procedure in Domestic Violence Crime Occurrences.
- Permanent Execution Standard AUOOS/DIC/02/04 OF 06JUL2021 - Criminal Investigation in the Context of Domestic Violence Crimes.
- Others:
- Domestic Violence Policing Manual (A guide for law enforcement professionals).
- Functional Action Manual to be adopted by PCSOs within 72 hours of a complaint of ill-treatment committed in the context of domestic violence.
- Directive no. 1/23 of 02-11-2023 - PGR - Attorney General of the Republic - Directive no. 1/2023 - Generic Directives and Instructions for the Implementation of the Criminal Policy Law for the 2023/2025 Biennium.

As part of the above-mentioned ENIND, every year on November 25 - International Day for the Elimination of Violence Against Women - the PSP carries out the National Operation "Violence Stays at the Door". Between 2018 and 2023, the PSP Commands, by making the best use of their human resources and material resources, raised awareness of the phenomenon of Domestic Violence. 1,105 awareness-raising actions were carried out, reaching 34,815 recipients, complemented by 7,156 individual contacts.

In 2022, the Higher Institute of Police Sciences and Internal Security created a new course called "Contemporary Police Themes", with a workload of 75 hours, covering topics such as: Police and Diversity; Gender, Racism, Mental Health, LGBTQIA+. This curricular unit is taught by a police officer attending a post-doctoral course in Human Rights, with occasional events in partnership with the Ius Gentium Conimbrigae - the oldest Human Rights Center in Portugal, based at the University of Coimbra.

Before 2022, the Police Practical School introduced changes to the curricula of the Fundamental Rights and Citizenship subject, so no revisions were made.

16. In the past five years, what actions has your country prioritized to address gender-based violence?

The intervention in the area of Domestic Violence and Violence Against Women is foreseen in the National Strategy for Equality and Non-Discrimination 2018-2030 (ENIND), more specifically by the Action Plan for the Prevention and Combat of Violence Against Women and Domestic Violence (PAVMD), whose instrument for the four-year period 2023/2026 was approved on August 14 (2023). This new national plan (the 7th, since 1999) is organized in 6 main strategic areas: 1) Prevent and eradicate social tolerance to the various manifestations Domestic violence and violence against women, raise awareness about its impacts

and promote a culture of non-violence, of human rights, equality and non-discrimination; 2) Support and protect — extend and consolidate the intervention; 3) Intervene with aggressors, promoting a culture of responsibility; 4) Qualify professionals and services for intervention; 5) Investigate, monitoring and evaluate public policies and 6) Prevent and combat harmful traditional practices, namely FGM and child, early and forced marriages.

ENIND brings together under an integrated strategy, areas of public policy that until then were incorporated into separate action plans.

Several initiatives have been implementing the intersectional approach to the issues of violence against women and domestic violence (VAW/DV) and the promotion of the protection of its victims, namely with the creation of specialized support structures for victims with increased vulnerabilities (depending on age, disability, sexual orientation and gender identity, migrants and ethnic origin, among others) and the development of specific projects and the strengthening of legislative protection.

In 2019, the Government approved the Resolution of the Council of Ministers nº. 139/2019, of 19 August which defined a set of measures aimed at strengthening responses to prevent and combat violence against women and domestic violence. This Resolution represented an ambitious commitment to eradicate the phenomenon of VAW/DV, focusing on the prevention, intervention and accountability/punishment of crime. Under this resolution, a number of actions have been established and carried out with regard to the identified needs – it should be noted that the Government has launched four new guides that, for the first time, set out harmonised lines of action and procedures on VAW/DV to be followed by all relevant professionals: 1) [Manual of action for police forces within 72 hours of the denunciation of the crime of domestic violence](#) (including on the collection and urgent preservation of evidence, containment and procedural position of the author, judiciary and social intervention); 2) [Guide for an integrated intervention with child victims of domestic violence](#) (including detection, protection and referral procedures); 3) [Common training plan](#) on VAW/DV for all sectors of the Public Administration with intervention in these matters and 4) [Definition of minimum requirements for primary prevention programmes and projects in the field of VAW/DV](#).

During the pandemic, all materials aimed at alerting to a possible increased risk of VAW/DV and to inform about the existence of support services, helplines and safety advice were being systematically and widely disseminated, to reach all women across the country and were translated into several languages including Arabic, Bengali, French, Hindi, Chinese/Mandarin, Nepali and Russian, as well as in Portuguese Sign Language. In addition, channels to facilitate requests for support from victims have been strengthened and diversified, including a nationwide telephone line (toll-free and confidential hotline, available 24 hours a day), an email address accessible to victims and professionals, and a new free and confidential SMS 3060 line.

Other measures:

- Launch of the first national campaign on preventing and combating early and forced child marriages (online campaign and brochure) to raise awareness among public and technical professionals with intervention on the ground to deconstruct myths associated with these practices, as well as some of the main warning signs to be taken into account. It was an information campaign produced by the Working Group on preventing and combating early and forced child marriages (created by the Portuguese Government).
- Publication of a Model of Signalling and Prevention of Victims in Portugal and travel 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 or early and forced child marriages, seeking to list the mechanisms currently in place to protect children and young people/minors from the

risk of leaving the national territory subject to such traditional harmful practices, the border authorities to make the appropriate referral of the 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 the prevention and fight against FGM. Emergency response for child victims of 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 a higher prevalence of FGM.
- Creation of Support Offices for Victims of Domestic Violence and/or Harmful Traditional Practices in the three National Support Centers for the Integration of Migrants. These Support Offices aim to provide an integrated and proximity response through a specialized service, also ensuring personalized information and guidance to migrants and descendants in Portugal.

In February 2021, the Portuguese Government, through the area of Equality created the first working group on the prevention of child, early and forced marriages, composed by several members from key sectors, such as the Attorney General's Office, the Criminal Police, the Immigration and Borders Service, the Commission for the Promotion of the Rights and Protection of Children and Youth, UNICEF Portugal, NGOs working with domestic violence, sexual assault and victims of human trafficking, etc. The working group created a repository with documentation, articles, theses, news, reports and national and international legislation, reviewed the literature, developed a survey model to consult those working in the area and key sectors, worked on a proposal to standardize the concepts of "child marriage, early and forced" and launched an awareness campaign for public service professionals and other professionals with intervention in the field.

Training of judges and police forces

- Criminal Police

Since 2019, the number of training modules dedicated to gender-based violence and violence against women in the initial training courses for inspectors has increased significantly. Of note in this regard is the police psychology course on homicide in the context of intimate relationships, as well as seminars and lectures by APAV (Portuguese Victim Support Association), ILGA Portugal, CIG (Commission for gender Equality) and CICDR (Commission for Equality and Racial Discrimination).

The 2022 State budget provided for the reinforcement of compulsory training for law enforcement authorities in the areas of human rights, namely LBTQI+ issues, gender equality and anti-racism (Article 33).

- Centre for Judicial Studies

During the 1st training cycle, all court auditors have access to a set of sessions totalling 21 hours of training on the case law of the European Court of Human Rights and the Court of Justice of the European Union on Fundamental Rights.

In addition, the subjects of domestic violence and victim protection have been compulsory subjects of study in the training component of Criminal Law and Criminal Procedure since 2019 (Law no. 80/2019, which represents the third amendment to Law no. 2/2008, of 14 January, which regulates entry into the

Centre for Judicial Studies), the training of judges and prosecutors and the nature, structure and functioning of the Centre for Judicial Studies).

The subject of Domestic Violence is also dealt with in the context of the Family and Children's Jurisdiction sessions, regarding the regulation of the exercise of parental responsibilities and the promotion, protection and guardianship intervention related to violence in the family context.

As a result of this change, the content of ongoing training must also focus on human rights and, in the case of judges and prosecutors working in the criminal, family and juvenile courts, on domestic violence, mainly in six subjects: the status of victims of domestic violence, specific forms of protection for elderly and especially vulnerable victims, coercive measures, accessory penalties, vicarious violence and the promotion and protection of minors.

As part of the most recent ongoing training plans, actions have been carried out about gender-based violence, including training aimed at increasing the qualification of judges and prosecutors in the field of Domestic and Gender-Based Violence (with the aim of raising awareness and knowledge of the content of the concepts, their causes, manifestations, and consequences, rather than increasing knowledge of the substantive and procedural rules). These actions are carried out in various modules, covering the following topics: Characterization of the concepts and specification of their manifestations; Relevant international instruments of universal and regional scope; Constitutional dimension; Basic knowledge of Psychology, Sexology and Forensic Medicine, on the psychosomatic characterization and psychological profile of the aggressor and the victim; Substantive aspects of the legal-penal framework of sexual crimes and domestic violence, as well as the crimes of stalking, female genital mutilation and sexual harassment; Peculiarities of the production, appreciation and valuation of evidence in matters of gender violence and domestic violence.

An e-book was produced from this wide range of topics, compiling the speeches delivered and made available to the entire legal community on the CEJ's website.

Other actions were held, decentralized and in workshop format.

The State budget for 2022 reinforced the training of judges and prosecutors to fight crimes against sexual freedom and sexual self-determination (Article 47-A).

- Prison Services

Since 2017, the training division of the General Directorate for Reintegration and Prison Services has held a series of training courses (initial and ongoing) for all workers, especially the Prison Guard Corp and senior technical staff in reintegration and re-education.

Of note is the 6-hour Gender Equality and Preventing and Combating Domestic and Gender-Based Violence module in the initial training course for the Prison Guard Corp, as well as multiple training courses for technical staff to apply risk assessment instruments and treatment programs, both in terms of custodial and non-custodial sentences, for sex offenders and in the context of domestic violence.

It should also be noted that comprehensive actions on domestic and gender-based violence have been carried out since 2019.

The State budget for 2022 also provided for compulsory training for prison guards in the areas of human rights, namely LGBTQI+ issues, gender equality and anti-racism (Article 33).

- Court Officials

So that its professionals know how to identify, flag up and report crimes related to this issue, to intervene, support and refer victims, the Directorate General for Justice Administration (DGAJ) developed the "Making the victim's status effective" project, which included a range of training and information content about Domestic Violence.

In 2021, it provided an e-learning course to train judicial officers, with theoretical and technical knowledge on the different victim statuses.

Manuals were also produced: "Manual of recommendations to the courts on access and circulation in court buildings for victims of crime" and "Good practices in receiving, interacting with and supporting victims of crime, especially minors and vulnerable adults".

Accompanying these manuals were practical, quick reference guides to support court officials in the various tasks they must perform throughout the procedures, at times when they must interact with victims.

The DGAJ has also produced a set of information contents on the victim's status for citizens, which is available in the courts.

The DGAJ makes information content on the Statute of the Victim available for display in courts. Multimedia content called "Virtual Court" is also available on the DGAJ website, aimed at citizens looking for useful information for victims of crime. (<https://dgaj.justica.gov.pt/Tribunais/Tribunal-Virtual>).

Commission for the protection of crime victims (CPVC)

The CPVC plays an active role in the civil society initiative 'More school, better family! For a culture of peace, against violence' aimed at school communities, students, families, teachers, as well as local authorities, law enforcement authorities and private social solidarity institutions.

In this context, CPVC provides training in the areas of dating violence, cyberbullying, and gender equality.

National Institute for Legal Medicine and Forensic Sciences (INML)

INML also periodically organizes awareness-raising activities for school communities.

The seminar on dating violence, in partnership with the University of Coimbra and the Coimbra Academic Association, is now in its 6th edition and was attended by 392 INMLCF staff.

(https://www.inmlcf.mj.pt/index.php?option=com_content&view=article&id=414:violencia-namoro-2020&catid=84&Itemid=324)

Other actions developed by INMLCF and/or with the collaboration of the Institute staff in the field of DV, are the following;

- Training courses attended by internal doctors:

- "Domestic Violence - legal issues", promoted by Coolabora, on 18 and 25 June 2020, lasting 6 hours.
- "Past, present and future of support for children and young people who are victims of sexual violence", organized by the Portuguese Victim Support Association, on 20 February 2020.
- "Prevention and intervention in situations of sexual abuse", online, organized by the University Institute of Maia.
- "Risk assessment in cases of sexual abuse and domestic and gender-based violence", organized by CFLV - Centro de Formação ao Longo da Vida from 19 October 2020 to 20 November 2020, with a duration of 21 hours.
- "Prevention and intervention in situations of sexual abuse", online, organized by the University Institute of Maia.
- Webinar "How to communicate with victims of violence at the Forensic Medical Clinic; how to communicate with family members at the Pathology Clinic".
- Webinar "How to communicate with victims of violence in the Forensic Clinic; how to communicate with family members in Forensic Pathology", held by the Forensic Clinic and Pathology Service of the Centro Delegation, September 30, 2021, online (72 members of the INMLCF).
- Two medical interns from INMLCF collaborated with the Avelar Brotero Secondary School (Coimbra) in training on dating violence, in December 2021.
- E-learning training: "domestic violence - psychological and sociological implications". Capacidade Lógica, 4 February to 6 March 2021. (40 hours; Grade 20)
- "Maltreatment and Domestic Violence Against Elderly People Course", organized by the University Institute of Maia, between 31 March and 5 May 2021, lasting 21 hours.
- "Risk assessment in cases of sexual abuse and domestic and gender-based violence", organized by CFLV - Centro de Formação ao Longo da Vida, lasting 21 hours.
- Online Workshop "Sexual Abuse and Pedophilia - From Understanding to Intervention", organized by Gabinete ReConstruir - Psicologia e Desenvolvimento Pessoal, on 27 February 2021, lasting 3 hours.
- "3rd Edition of the Maltreatment and Domestic Violence Against the Elderly Course", organized by the University Institute of Maia, between 31 March and 5 May 2021, lasting 21 hours.
- Collaboration with the Homeless Support Center in Coimbra, Beneficiary Entity of the Local Social Development Contract - CLDS 4G "Moviment@ções - Movements for active citizenship" - Moviment@-te com AMOR- Prevention of dating violence at IPDJ – 23 March 2022.
- Presence of a doctor specializing in Forensic Medicine at the XI Meeting of the Commission for the Protection of Children and Young People of Figueira de Castelo Rodrigo, on the theme of Maltreatment of Children and Young People – 11 May 2022.

Prosecutor General's Office

The Prosecutor General's Office has been developing and disseminating tools aimed at informing and supporting victims, such as a brochure entitled "The Public Prosecution Office and Victims of Crime: 10 questions and answers". Pedagogical materials in victim support have also been produced as part of the "With You" project, which are particularly relevant to the questioning of children, young people, and other particularly vulnerable victims in the context of the procedural acts in which they must participate.

Equality and no discrimination under the law

Law no. 85/2019, of 3 September, amended the Civil Code, repealing the institute of the internuptial period.

The internuptial period was the period that had to be respected before a second marriage took place. Thus, when a marriage came to an end, whether by death or divorce, a legal period had to be respected

before contracting a new marriage. The reason for this inter-nuptial period was essentially moral, decorum and mourning.

The time limit was different for men and women: 180 days for men and 300 days for women. In the case of women, the longer period was based on the need to remove any doubts about the paternity of a child born after the marriage and dated back to 1966.

Criminal Investigations

Following the **creation, in 2019**, of the specialized and integrated Sections on Domestic Violence (SEIVD) in Lisbon (Lisbon, Sintra and Seixal) and Porto (Porto and Matosinhos) on an experimental basis, within the scope of the Regional Departments for Criminal Investigation and Prosecution, Directive 5/2019 of the Public Prosecution Office includes a detailed chapter dedicated to the coordination of the criminal area and the family and child area. These rules are also applicable, where there are no SEIVD's and whenever there are reports of the existence of children present in a context of domestic violence. SEIVDs are composed of a Criminal Action Unit (NAP) and a Family and Children Unit (NFC). This directive includes rules on communication between NAP and NFC and specific procedural rules of action for the NFC, which include liaison with the Commissions for the protection of children, all of which are of a priority nature.

Victim support

As mentions earlier, Law no. 55/2020 determined that the Government, jointly with Prosecutor's General Office, promotes the creation, in the investigation and prosecution departments that have specialised sections for conducting inquiries on domestic violence or gender-based crimes, offices to support gender-violence victims.

Also, Criminal Policy Laws have successively considered gender-based violence and domestic violence as priority prevention and investigation areas (Articles 4 and 5 of the successive criminal policy laws since 2020).

They've also established that priority must be given to protecting victims and compensating them for the damage they have suffered because of the crime (redress), and they must be provided, in an effective and comprehensible manner, with the information and support they need to exercise and fulfil their rights.

Law n.º 51/2023 on Criminal Policy for the biennium 2023-2025 states that in jointly with the Prosecutor's General Office, the government shall promote the creation of two support offices for victims of gender-based violence each calendar year, especially in investigation and prosecution departments with specialized sections for handling enquiries into crimes of domestic violence and gender-based violence.

Currently 10 GAVs are operating, specifically in Aveiro, Braga, Coimbra, Faro, Leiria, Lisbon-West, Lisbon-North, Lisbon-South, Porto-East, and n Setúbal.

Legal protection

Law no. 34/2004, of 29 July, regulates the system of access to justice and to the courts. The objective of this system is to ensure that everyone, regardless of social, cultural, or economic factors, knows and can exercise and defend his/her rights.

The system of access to justice and to the courts includes both the provision of legal information and legal protection. Legal protection is provided in respect of specific questions or legal claims regarding which the person concerned has a personal interest and which may involve the infringement, or possible infringement, of his/her rights.

Legal protection includes legal consultation and legal aid. Under legal consultation, technical clarification on the law applicable to specific questions or cases is provided by lawyers in law firms or offices created for that effect. As for legal aid, it may include the appointment of a lawyer and cover the payment of associated costs, as well total or partial exemption from court fees and other charges relating to the proceedings, or its payment by instalments.

Under the terms of this law, nationals, and citizens of the European Union, as well as foreigners and stateless persons with a valid residence permit in a Member State of the European Union, who demonstrate economic insufficiency, are entitled to legal protection.

Law no. 2/2023 amended Law no. 34/2004, providing that in the case of being granted the status of victim of the crime of domestic violence provided for in Article 152 of the Criminal Code, under the terms of Law no. 112/2009, of 16 September, and in the case of victims of crimes against sexual freedom and self-determination, it is presumed, until proven otherwise, that the victim is in a situation of economic insufficiency.

In these cases, the victim shall be guaranteed swift and subsequent urgent legal aid, and immediate access to legal advice shall be ensured.

Court fees

It should also be noted that outside the scope of legal aid, victims of domestic violence are exempt from paying fees, such as victims of rape, sexual coercion, female genital mutilation, and trafficking, pursuant to the provisions of Article 4 (1) (z) and (aa) of the Litigation Costs Regulation (Decree-Law no. 34/2008 of 26 February).

Monitoring

Article 13 of the Victim's Statute was amended by Law no. 45/2023, establishing now in a new subparagraph (2) that **victims of the crime of domestic violence and sex crimes are also prioritised for monitoring by a victim support officer**. Law no. 57/2001 also establishes that the Judge or, during the investigation phase, the Public Prosecution Office, must order, whenever it is essential for the victim's protection and their consent has been obtained, that they be provided with psychosocial support and protection by remote assistance, for a period of no more than six months, which can be extended if justified by the needs of victim's protection (Article 13(4)).

Over the last three years, and as part of its social responsibility policy, CP - Portuguese Railway company has supported the CIG - Commission for Citizenship and Gender Equality, by publicizing the campaigns in spaces on board trains, on the intra and internet and by promoting internal information sessions via teams.

The standardization of data and indicators on homicides, as well as other forms of violence against women and domestic violence, is a critical aspect of addressing these societal challenges. To this end, measures have been taken to enhance data collection processes and improve the interoperability and centralization

of such data in a revised version of the Database on Violence against Women and Domestic Violence (BDVMVD), as mandated by Article 37-A of Law No. 112/2009, amended by Law No. 57/2021.

A more comprehensive BDVMVD is currently under development to centralize a wide range of official data, including expanding data collected by law enforcement agencies to cover various forms of violence against women. This includes stalking, sexual violence, and rape. Furthermore, efforts are being made to standardize data collection among law enforcement agencies and the judiciary to assess attrition rates accurately.

To facilitate this process, Order no. 9054/2021 established a working group, coordinated by the Ministry of Home Affairs, tasked with developing the BDVMVD. This working group comprises representatives from various entities.

Another measure outlined in RCM No. 139/2019 involves improving the domestic violence reporting standard form used by law enforcement agencies. Ministerial Order No. 209/2021, enacted on October 18th, has implemented enhancements to this form. Notably, it includes a field to record victim statements, which, when confirmed by the victim's signature, are valid as acts of inquiry in the investigation phase. This updated form has been in use since August 2022.

In an effort to provide specialized, dignified, and tailored assistance to victims of various forms of victimization, the Security Forces have significantly expanded the number of stations and police stations equipped with victim assistance and support rooms (SAVs). In 2020, Rules on the Material Conditions of Victim Assistance Rooms in Police Premises were approved to strengthen the quality of assistance provided to victims, particularly victims of domestic violence.

These measures collectively aim to improve data collection, enhance victim support services, and strengthen the overall response to domestic violence and violence against women, ensuring a safer and more supportive environment for all individuals affected by such violence (Order no. 11718-A/2020 of 25th November).

Years	Victim assistance and support rooms (SAV)
2018	457
2019	459
2020	472
2021	488
2022	508

Source: RASI 2018,2019,2020,2021, 2022

Under Resolution 139/2019, approved on 19th August, following the recommendations of the Multidisciplinary Technical Committee for the Improvement of Prevention and Combat against Domestic Violence (established in March 2019 and presenting its recommendations in June), several working groups were established, leading to the development and dissemination of various products.

These include the functional action handbook to be adopted by Law Enforcement Agencies (LEAs) within 72 hours of receiving a complaint for mistreatment within the context of domestic violence, and the annual joint training plan on violence against women and Domestic Violence (currently underway). Additionally, the Guide for integrated intervention with children or teenager's victims of domestic violence has been completed.

In terms of intervention improvement, new models for attributing victim status were developed (implemented in September 2021), and the standard domestic violence registration form used by LEAs has been revised and entered into force in January 2022.

These new models aim to achieve several objectives. Firstly, they update existing models in line with current legislation, avoiding presenting victims with multiple documents containing complementary information. Secondly, they clarify and simplify these instruments, providing victims with more understandable information to empower them and enhance their autonomy. Lastly, they provide targeted information on areas of victimization subject to specific rights, such as human trafficking, assistance to illegal immigration, and terrorism. This new model clearly informs victims about their rights, irrespective of the nature of the crime or their specific vulnerabilities, ensuring that victims are always granted the applicable victim status.

Regarding evidence collection, the Criminal Police Bodies Action Manual for procedures within 72 hours after a domestic violence complaint was produced following Council of Ministers Resolution 139/2019. This manual includes a specific chapter on evidence collection, emphasizing the need for diverse means of evidence. It highlights best practices concerning precautionary and police measures, victim and third-party complainant interviews, statements for future reference, victim protection measures, offender containment, and swift definition of criminal procedures.

Within the Security Forces, there is a specialized personnel force with specific responsibilities in the context of domestic violence.

Years	Elements assigned to domestic violence and mixed EPAV-EPES	
	GNR	PSP
2018	886	641
2019	908	640
2020	1030	640
2021	1147	590
2022	1206	968

Source: RASI 2018,2019,2020,2021, 2022

For example, in 2018 the OP "No War in Dating" took place. Taking advantage of the anniversary of 14FEV2018 (St. Valentine's Day or Valentine's Day), PSP locally generally reinforced the prevention of domestic violence and, more specifically, dating violence. These actions were aimed at students in the 3rd cycle of basic education and secondary education, and the following results were obtained; 465 of awareness-raising actions carried out; 15.465 of students sensitized in 587 schools; with around 815 individual contacts.

Under Council of Ministers Resolution 139/2019 of 19 August, approving a set of priority measures and actions to prevent and combat domestic violence, the government decided to develop an integrated Action, on primary and secondary prevention of violence against women and domestic violence (VAW).

To be promoted by several government areas such as Citizenship and Equality, Internal Affairs, Justice, Education, Employment, Solidarity and Social Security, and Health, it included, among other measures,

the drawing up of a “Guide to Integrated Intervention with Children or Young People who are Victims of Domestic Violence”.

The Guide sought to strengthen the intervention with children or young people who show signs of risk of violent behaviour or of being victims of Domestic Violence, specifically in terms of their signalling, intervention and referral.

The drafting of the Guide was accompanied by a joint annual training Plan “Violence Against Women and Domestic Violence”, the first joint training plan for the various sectors involved in this area, based on the standardisation of concepts and on the definition of content and training methodologies based on the analysis of specific cases. It guarantees action based on an integrated, multidisciplinary and interdisciplinary vision of training content, while at the same time ensuring the necessary degree of specialisation.

The Directorate-General for Education (DGE) was represented and contributed to both documents and, also in the context of the ENEC, has developed training activities for teachers, awareness-raising activities for the educational community (such as webinars and face-to-face meetings) and various resources that are available for consultation and download on the Citizenship in Sexuality and Gender Equality website.

17. In the past five years, what strategies has your country used to prevent gender-based violence?

Please, see question 16.

The security forces as well as the Observatory on Trafficking in Human Beings (OTSH) have been carrying out various activities contributing to the promotion of human rights and the eradication of manifestations of discrimination. This includes efforts within the security forces, engagement with the civilian community at various levels, aiming to promote gender equality and knowledge about violence against women and domestic violence. Additionally, these efforts are directed towards strengthening cooperation and networking in the fight against human trafficking and smuggling, including collaboration with international partners.

Regarding the OTSH the reference to the Project “Improved Prevention, Assistance, Protection and (Re)Integration Systems for victims of sexual exploitation”.²⁵ Started in 2022 (ongoing until April 2024), the General Secretariat for Internal Administration in partnership with the OTSH is the Promoter of the Project that has as Operator Entity the Commission for Citizenship and Gender Equality (CIG) and the Norwegian Equality and Anti-discrimination Ombud (LDO) as the Donor Country Program Partner. The Project is financed in the amount of €295,146.33 by the multi-annual financial mechanism, known as EEA Grants, and is supported by the “Gender Conciliation and Equality” Program, integrating the Program Area PA 22 “Domestic and Gender Violence”, with a focus on in research, local development and social cohesion.

This project aims to enable better prevention strategies, to support the identification and delineate targeted and tailored assistance, protection and (re)integration programmes and measures aimed at victims of sexual exploitation. Through the collaboration with multiple bodies (and in close cooperation

²⁵ At [Project “Improved prevention, assistance, protection and \(re\)integration system for victims of sexual exploitation” \(Pre defined Project\) – OTSH \(mai.gov.pt\)](#)

with local authorities and non-governmental organizations, namely women and victims' associations), this project aims at the:

- Assessment of the experiences, conditions and vulnerabilities of victims of sexual exploitation, especially aggravated in the context of the Covid-19 pandemic and the new forms of violence against women and girls in digital platforms;
- Analysis of the mechanisms aimed at the prevention, detection and assistance of victims of sexual exploitation (such as human trafficking for sexual exploitation) and their improvement following a holistic approach;
- Designing and test of a guideline and inter sectorial flowchart (harmonization of procedures and communication between different stakeholders and across all stages) for a better referral of victims and aiming at their social reintegration;
- Assisting migrants on their voluntary and assisted return or with their regularization or asylum proceedings.
- Promote training actions aimed at professionals who intervene in the areas of prostitution, human trafficking for sexual exploitation or other forms of sexual violence. The training actions are based on a Human Rights and victim-centred approach.

Although other relevant activities were developed, but taken into account the main predefine indicators, during 2023, the following main activities/results were achieved:

- "In-depth assessments of the victimization process; national mechanisms for protection/prevention/assistance; victims' experiences and needs within the protection mechanisms; and the impact of gender/racial stereotypes and social stigma on intervention, protection and access to justice carried out". Results: 1 Report with a quantitative and qualitative assessment of the scale and nature of sexual exploitation (causes, forms, sectors and consequences); 1 Report with the socio-demographic characterization of victims and perpetrators; 1 Report analysing the effectiveness and efficiency of national mechanisms and proposals on them (revision or consolidation); 1 Report with the assessment of victims' experience and needs in protection mechanisms, during and after the intervention. All reports in Portuguese and English.
- "Proposals/policy recommendations for improving coordination and mechanisms for victim detection, identification, assistance, protection and (re)integration developed". Result: 1 Report in Portuguese and English.
- "Number of professionals and mediators trained". Results: 13 (online) training actions:
 - Area of combat (5 training actions). Total of trainees: 152.
 - Area of assistance and support (5 training actions). Total of trainees: 115 trainees. Total of trainees: 8.
 - At the basis of these actions were the development of 3 Training Modules/Manuals and pre and post-tests: one for key partners/stakeholders working in the area of combating crimes related to violence in the context of sexual exploitation; one for partners/stakeholders working in the area of support services for victims of sexual exploitation; one for Mediators.
 - Each training actions (per group) were assessed and resulted in evaluation reports.

Also, the reference two additional activities developed by the OTSH (2018-2022):

1. Main training Actions, namely to Law Enforcement, but also at an international level (collaboration with UNODC/Human Trafficking and Migrant Smuggling Section in training actions in Angola, Cabo-Verde and Guinea-Bissau):

Years	Total number of training actions	Total number of trainees
2018	5	No data
2019	5	No data
2020	8	Circa 230
2021	17	Circa 1.885
2022	18	1.886

1.1. In the dimension of training, in 2020 the OTSH participated in the technical revision of the Portuguese versions of the Module 7 "Prevention of Trafficking in Human Beings" and Module 8 "Trafficking in Persons – A Human Rights-Based Approach" of the Initiative "Education for Justice (E4J)" from the UNODC, at the invitation of the Centre for Sociology Studies | University Institute of Lisbon.

2. National Referral Mechanism of children (presumed) victims of THB. In 2021 – under the Portuguese EU Council Presidency – the National Referral Mechanism of children (presumed) victims of THB was launched. This Guideline is included as a measure in the Fourth National Action Plan to Prevent and Combat Trafficking in Human Beings (2018-2021), and in the National Implementation Plan of the Global Compact for Migration. It is also the commitment of Portugal to comply with international and European standards and recommendations (e.g., Committee of the Parties to the Council of Europe Convention on Action against Trafficking in Human Beings).

The Mechanism aims to:

- 1) Establish procedures for the prevention, detection, identification, support and protection of children, or presumed children who are victims of human trafficking.
- 2) Consolidate and strengthen mechanisms for coordination, cooperation and communication among the professionals involved throughout the various stages.
- 3) Guarantee the child's best interests throughout the various stages, avoiding situations of (re)victimization.

The Mechanism was developed under the coordination of the OTSH and developed by a multidisciplinary group composed of various ministries, NGOs, and international organizations, such as the National Rapporteur, the Observatory on Trafficking in Human Beings, the National Republican Guard, the Public Security Police, the Immigration and Borders Service, the Judiciary Police, the Shelter for Children (Akto), the Ministry of Health, the National Commission for the Promotion of the Rights and Protection of Children and Youth, and the Prosecutors Office/ Cabinet of Family, Children and Youngsters. The final version was validated in the framework of the Network for Support and Protection of Victims of Trafficking (RAPVT).

Following up is launching and training (namely to the Public Security Police) of notice that trainings on this Mechanism are included as a measure of the *National Strategy for the Rights of the Child 2021-2024* (adopted in 2020 - approved by the Resolution of the Council of Ministers no. 112/2020 of 27th November).

Also of notice, on 30 September, 2022 Portugal with Article 8º B “Protection of children and vulnerable adults” of the Regulatory Decree n. º 4/2022 – recent version of the article in (Dec. Reglm. n. º 1/2024, de 17/01) which amended the regulation that approves the legal framework of entry, permanence, exit and removal of foreigners in and out of national territory (Law 23/2007), states that the national authorities responsible for the surveillance, inspection and border control carry out the appropriate steps for the identification and referral to the competent services, namely the ones belonging to the National Referral Mechanism on children (presumed) victims of Trafficking in Human Beings.

Within the scope of its mission and competences the Commission for Equality in Labour and Employment (CITE), the national mechanism for the promotion of the equality between women and men at work and in employment, carries out awareness raising and training related with gender equality in the labour market.

Over the last 4 years, CITE has carried out the following training/awareness raising covering, inter alia, the topic of harassment at the workplace:

Years	No. of Training sessions (blended)	No. of Participants		
		Women	Men	Total
2020	12	301	90	391
2021	105	392	95	487
2022	145	492	262	754
2023	40	1338	458	1796
Total	302	2523	905	3428

Source: CITE.

Years	No. of Webinars	No. of Participants		
		Women	Men	Total
2020	10	45	26	71
2021	25	120	43	163
2022	18	287	49	336
2023	12	354	79	433
Total	65	806	197	1003

Source: CITE.

In 2023, to mark the International Day for the Elimination of Violence against Women (25 November), CITE promoted an online campaign raising awareness of workplace harassment on its website and social networks.

We would highlight the commitment to teacher training and the launch of Challenges and Awareness Campaigns among the educational community, with a special focus on children and young people, as strategies for the prevention of gender-based violence.

Training

Integrated training for professionals in the various areas - [Annual Joint Training Plan “Violence Against Women and Domestic Violence”](#) (with the participation of education - teachers).

Training activities aimed exclusively at teachers to prevent violence in schools and develop socio-emotional skills in children and young people.

- Sessions, challenges and awareness-raising campaigns aimed at children and young people: webinars;
- Videos (e.g. “Values”)
- Posters ([NAMORAR É ... Em cada cartaz uma mensagem!](#) / DATING IS... a message in each poster!)
- - alluding to the prevention of dating violence. The campaign will also include a video to raise awareness of the issue, to be released in May 2024.
- Challenge: “[Provérbios, vamos continuar a dar a volta ao texto!](#)” / “Proverbs, let’s keep on flipping the script!” (school years 2022/2023 and 2023/2024). The Proverbs, wise sayings created by the people, are passed down from generation to generation, becoming part of our culture and are often used as justification/acceptance for certain acts and behaviours. It is now important to look at them and realise whether they should be taken literally, or may be in need of a different reading. In the context of today's society that aims to be inclusive, free of stereotypes and to promote equal rights and opportunities for girls and boys, women and men, this will help to promote relationships based on affection and respect, regardless of gender identity.

In the context of the Citizenship and Development curriculum component and in conjunction with the essential learning of the other subjects, the Directorate-General for Education (DGE) challenged children and young people, from the 1st cycle to secondary education, to take already known Proverbs, (de)construct, adapt and give them a new coat, as if they were old ones dressed up again and rewriting them in the light of the principles and values enshrined in the Profile of Students Leaving Compulsory Schooling (PA).

18. In the past five years, what actions has your country taken to prevent and respond to technology-facilitated gender-based violence (e.g. online sexual harassment, online stalking, non-consensual sharing of intimate images)?

Law no. 26/2023, of 30 May, strengthened the protection of victims of crimes of non-consensual dissemination of intimate content, amending the Criminal Code.

For the crime of disturbance of private life (Article 192 of the Criminal Code) convicted persons are now punished with imprisonment up to one year or with fine not exceeding 240 days or with imprisonment up to three years or a fine.

Same Law added a new version of Article 193 of the Criminal Code (Disturbance through the media, the Internet or other means of widespread public dissemination) punishing anyone who, without consent, disseminates or contributes to the dissemination, through the media, the Internet or other means of widespread public dissemination, of images, photographs or recordings that violate people's private lives, namely the intimacy of family or sexual life, with imprisonment for up to 5 years.

19. In the past five years, what measures has your country taken to resource women’s organizations working to prevent and respond to GBV?

Private social solidarity institutions and similar (IPSS) may apply, whenever an application period is open, to the Program for the Conclusion or Extension of Cooperation Agreements for the Development of Social Responses (PROCOOP). From the perspective of financial support from the state, there are no impediments to the realization of new cooperation agreements, as long as they meet the legal conditions and the requirements established in the call for tenders, i.e., entities wishing to develop the social measures “Shelter House” or “Attendance Center”, to have funding for the operation, may apply to

PROCOOP, on an equal footing with entities that are already operating. PROCOOP has territorial coverage that covers Continental Portugal.

The cooperation between the State and social economy entities, namely the Private Institutions of Social Solidarity or legally equivalent, is of central and vital importance in terms of the implementation of programs, measures, and social protection services, including those aimed at victims of domestic violence. Attentive to this principle of cooperation and subsidiarity, the Portuguese State supports the development of a set of social responses in which are included those addressed to victims of domestic violence such as the Centers for Attendance to Victims of Domestic Violence and the Shelter Homes, whose sources of funding are only the budget of Social Security.

In the scope of support and protection for victims of domestic violence, the State, through Social and Solidarity Ministry, funded for Social Responses on VAW/VD (annual): **€ 5,787,145**. From the Program Area “Financial support for assistance and shelter structures for victims of VAW/DV (European funds)”, between 2019 and 2023 a total amount of **22.000.000,00€** are applied.

From the social games revenue, about **3 000 000 €** per year have been applied to support women’s organizations working to prevent and respond to GBV.

20. In the past five years, what actions has your country taken to address the portrayal of women and girls, discrimination and/or gender bias in the media, including social media?

- The Law n.º 74/2020, 19 November, that revised the Law on Television and On Demand Audiovisual Media Services (Law n.º 27/ 2007, 30 July) has introduced rules for video-sharing platforms regarding human rights. It establishes namely that video-sharing platform providers shall take appropriate measures to protect the general public from programmes, user-generated videos and audiovisual commercial communications that contain incitement to violence or hatred directed against a group or a member of a group on any of the grounds referred in article 21 of the Charter of Fundamental Rights of the European Union, this is on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, sexual orientation or nationality.

Moreover, Law n.º 74/2020 has established that:

- programming of audiovisual media services shall respect the human dignity, specific rights of children and young people, as well as fundamental rights, freedoms and guarantees [article 27(1) of Law n.º 27/20079].
 - television activity shall contribute to ensure the principles of tolerance, solidarity, non-discrimination and social cohesion (article 9 (e) of Law n.º 27/2007).
 - television operators of general programming with national coverage shall ensure that their programmes and news programmes respect a culture of tolerance, non discrimination and inclusion, in particular preventing the dissemination of hate speech in their broadcasts by adopting effective measures («[article 34 (2)(d) of Law n.º 27/2007].
 - The Portuguese Regulatory Authority for the Media (ERC – Entidade Reguladora para a Comunicação Social) shall encourage broadcasters, providers of on-demand audiovisual services and video-sharing platform providers to adopt co-regulation, self-regulation and cooperation mechanisms allowing achievement of the objective below [article 6 (1)].
 - The State, the public service media and all other broadcasters and providers of on-demand audiovisual services shall cooperate with each other in the pursuit of the values of human dignity, specific rights of children and young people, rule of law, democratic society and social cohesion, promotion of the Portuguese language and culture, and the protection of children, young people and consumers, while taking into account the special needs of some categories of viewers [article 6 (2)].
- The National Strategy for Equality and Non-Discrimination 2018-2030 «Portugal + Igual», approved by the XXI Constitutional Government, on March 8, 2018 and published in Resolution of the Council of Ministers nº. 61/2018, of May 21, contains several Action Plans relevant to address the portrayal of women and girls, discrimination and/or gender bias in the media, namely:
 - Action Plan for Equality between Women and Men. One of the objectives expressed is «to promote a culture and media free from sexist stereotypes and promoting equality between men and women», which explicitly includes advertising in the sense of «promoting prevention and combat measures homophobia, biphobia, transphobia and interphobia [...]».
 - Action Plan for the Prevention and Combat of Violence Against Women and Domestic Violence;

- Action Plan for Combating Discrimination based on Sexual Orientation, Identity and Gender Expression, and Sexual Characteristics.
- ERC is the supervising authority in the media sector and has namely the power to guarantee respect for rights, freedoms and guarantees [article 8 (d)] and to ensure that media activities comply with regulatory standards [article 8 (j)]. In this context, ERC has adopted a set of recommendations and good practices on information coverage in situation of domestic violence ([Diretiva 2019/1](#)), and has analysed several claims regarding infringements in the context of the portrayal of women and girls, discrimination and/or gender bias in the media.

In this context, ERC has published several reports/studies in the last 5 years and analysed annually through its regulation reports the pluralism and the diversity in the audiovisual media landscape, namely:

- [report](#) on regulatory regulation 2022 (December 2023)
- [report](#) on journalistic coverage on gender violence in the Mediterranean (March 2022).
- [report](#) on socio-cultural diversity in the media in 2018 and 2019 (February 2021).
- [study](#) on representations of Domestic Violence in Prime Time Television News (November 2018).
- [report](#) on representation of men and women in free-to-air information blocks in 2015, 2016 and 2017 (October 2018).

Between 2018 and 2029, the presence of men stand out in prime time newscasts either as protagonists or as sources of information. Men represented more than 70% of the presences in the daily news. This disparity in presence of men and women translates their representation in different forms/positions in different areas of society (politics, sports etc).

Women are mainly represented as protagonists in situations of danger or violence, such as victims or family members of the victim, witnesses or residents of the location of the event. When they occupy expert positions, national and European politics personalities stand out .As sources of information, women appear notably as vox pop.

ERC has defended the promotion of actions in the ground for applying the good practices in newsrooms, involving groups of journalists and organizations in the sector, as well as international entities.

National Plan for Media Literacy

In line with SDG 4 (Quality Education), specifically with target 4.6 (ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy), in November 2023 Portugal has approved the creation of a National Plan for Media Literacy. This National Plan is framed under the scope of the National Reading Plan and the Interministerial Commission that is responsible for its coordination.

The National Plan for Media Literacy foresees that, every five years, a Strategic Plan is submitted by the Interministerial Commission that coordinates the Plan to approval by the members of Government responsible for the areas of Culture and Education. In the first quarter of 2024, the Strategic Plan for 2024-

2029 was approved, including a set of measures envisaging the qualification of the professionals in the media sector in specific areas related to online violence, namely, sexual violence based on images and hate speech, and addressing topics related to equality between women and men; sexual orientation, gender identity and expression; and sexual characteristics and harmful traditional practices.

21. In the past five years, what actions has your country taken specifically tailored to address violence against marginalized groups of women and girls?

Several initiatives have been implementing the intersectional approach to the issues of VAW/DV and the promotion of the protection of its victims, namely with the creation of specialized support structures for victims with increased vulnerabilities (depending on age, disability, sexual orientation and gender identity, migrants and ethnic origin, among others); the development of specific projects and the strengthening of legislative protection.

The concept of intersectionality, which is transversal to the aforementioned ENIND, as well as to the National Action Plans that integrate it, refers to the fact that “individuals (and groups) are affected by multiple inequalities based on various grounds of distinction rather than by discrimination based on one ground at a time. Therefore, discrimination, inequality, and gender-based violence cannot be examined in relation to only one category of difference – for instance, gender – while precluding others – such as race, class, age, disability, sexual orientation or gender identity – because social categories intersect and interlock in multiple systems of discrimination that simultaneously affect an individual’s life.”

Reflecting the multidimensional nature of disadvantage, ENIND and, consequently, the Plans, aims to eliminate stereotypes that underlie discrimination on the grounds of sex and intersect with stereotypes on the basis of other factors of discrimination such as racial and ethnic origin, nationality, age, disability, and religion. This intersection reveals how experiences of discrimination cannot be assumed to be homogeneous, requiring the ability to construct responses that recognize the specific needs of Roma, Afro-descendants, elderly, disabled, migrant and refugee women, among others.

The Action Plan for the Violence Prevention in the Health Sector was created in 2022 with the aim of reinforcing prevention, diagnosis and intervention mechanisms in interpersonal violence, with special attention to populations with increased vulnerability, as children, women, people in a situation of incapacity or disability, refugees, migrants and older persons: a) Guarantee the early detection of risk factors and situations of interpersonal violence; b) Ensuring, in situations of interpersonal violence, an adequate, timely and articulated intervention; c) Promoting human rights literacy in the context of interpersonal relationships and a culture of non-violence. In Portugal, through the National Health Service, equal access to services is guaranteed for all Portuguese, foreign and migrants regardless of their legal status and gender, included all victims of violence, including asylum-seeking women, refugee women, migrant women, women from national or ethnic minorities, women with irregular residence status, women with disabilities and LGBTIQ+ women.

Within the framework of the National Network for the Support of Victims of Domestic Violence (RNAVVD), several specialized services have been created to respond to the specific needs of groups of victims, namely shelters for women with disabilities, men victims of domestic violence, care and reception for LGBTI victims, crisis centers for victims of sexual violence, care centers for migrant victims and recently the creation of 31 psychological support teams for children and young victims of DV.

In 2020, the Government approved the increase of the maximum duration of emergency reception for victims of domestic violence in situations of greater vulnerability, namely due to disability, mental illness, sexual orientation, gender identity and expression, and age.

In July 2021, new models of victim status, especially vulnerable victim status and domestic violence victim status were approved. These new models inform, in a very clear and accessible way, about the rights of the victim.

The Equipment Network and Social Responses has a home for persons with disabilities victims of domestic violence and is in the process of opening a facility for elderly victims. There are no specific responses for people with mental health problems, alcohol and drug abuse.

Regarding youth programs, the following stand out:

The long-term action “Namorar com Fair Play” (Dating with Fair Play) promoted by the Portuguese Institute of Sport and Youth is integrated into the youth volunteering program.

“Agora Nós” (Now Us), regulated by Ordinance No. 242/2013, dated August 2. The program's objectives are: to promote the realization of the right to equality and social inclusion of all young people, combating social exclusion and all forms of inequality and discrimination; prevent victimization of young people and violence based on gender inequalities; raise awareness among young people about gender equality as an integral part of Human Rights; raise awareness among young people about gender identity; and eliminate gender stereotypes by promoting a culture of non-violence.

Preventing and raising awareness regarding gender-based violence has been a concern within the PMoD, reflected in the Defence Action Plan for Equality, in line with the National Strategy for Equality and Non-Discrimination and the National Action Plan for the implementation of UNSCR 1325 (NAP).

There are Codes of Conduct for the Prevention and Elimination of Harassment, a National Defence Guide for Preventing and Combating Harassment, Sexual Violence and Discrimination, and there is internal training for all personnel (including military, civilian and militarized personnel) on gender equality, including Gender Based Violence. Regarding conflict-related sexual violence, the military are also trained to respond to and prevent this type of violence, although this is not their leading role when deployed.

Participation, accountability and gender-responsive institutions

Critical areas of concern:

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

22. In the past five years, what actions and measures has your country to promote women's participation in public life and decision-making?

To address balanced representation in management positions and reinforce equality planning in companies, in 2017, it was approved the Law no. 62/2017, of 1 August, which establishes the regime of the balanced representation between women and men in the administration and supervisory bodies of the State-owned companies and listed companies.

This law established that from 2018 onwards, a minimum quota for the less-represented sex would be required in the boards of directors and supervisory bodies of the state-owned companies and listed companies.

Recognizing that the realisation of equality between women and men in companies depends on the adoption of an articulated and coherent strategy, the law also requires state-owned companies and listed companies to draw up annual Equality Plans, which are core instruments of an integrated and transversal strategy to promote equality between women and men.

The equality plans are aimed at achieving effective equality of treatment and opportunities between women and men, promoting the elimination of discrimination based on sex and encouraging the work-life balance.

In accordance with the Legislative Order no. 18/2019, of 21 June, which regulates Law no. 62/2017, the elaboration of equality plans must follow what is defined in the document "Guide for the elaboration of equality plans", which was developed by CITE.

This Guide covers the five core areas: a) Equal access to employment; b) Equality in working conditions; c) Equal remuneration; d) Protection in parenting; and e) Work-life balance.

However, the companies can also implement measures or actions in other areas, such as corporate strategy, training, performance assessment, career planning and harassment prevention.

These Plans have to be sent to the Commission for Citizenship and Gender Equality (CIG) and to the Commission for Equality in Labour and Employment (CITE).

CITE has the legal mandate to advise the organisations preparing equality plans under the Law no. 62/2017. According to this law CITE analyses the equality plans submitted and may issue recommendations, which are not binding. These recommendations can address the equality plan structure, the set out of the equality plan objectives and strategies, as well as the coherence and adequacy of the measures, actions and practices adopted to achieve the objectives.

CITE annually publishes these recommendations on its website and information about the number of annual equality plans submitted is reported in the annual report on the progress of equality between women and men at work, employment and professional training (Draw up in accordance with Law no. 10/2001, of 21 May).

With the aim of facilitating the preparation and submission of the annual equality plans by the listed companies and state-owned companies, CITE developed the dedicated Portal for Equality at Labour and Companies. This Portal, where the companies need to register, gives guidance to the companies to prepare their equality plans, complying with the requirements and deadlines in force.

Evolution of Equality Plans and Recommendations (2020 – 2023)

Sector	No. of Entities	Equality Plans			
		2020	2021	2022	2023
State-owned companies	242	14	68	49	56
Local State-owned companies	179	20	45	65	39
Listed companies	39	27	31	31	31
Total	460	61	144	145	126
CITE's Recommendations		27	108	66	62

Source: CITE

The mandatory adoption of plans for equality is presented as an innovative dimension of the law, aiming to stimulate the promotion of equality in legally bound companies. However, despite all the dedicated guidance materials produced and support provided, it appears that the effectiveness of this legal requirement is yet weak. There is still a way to go, which presents some key challenges:

- To make companies to draw up equality plans since there are no sanctions for non-compliance with the law.
- To show companies that carrying out a self-diagnosis in terms of gender equality, which makes it possible to identify and analyse gender asymmetries and, based on the analysis of the results of the diagnosis, to draw up an equality plan with strategies and actions to intervene in various dimensions of the company, such as recruitment, working conditions, salaries, parenting, work-life balance, is an opportunity for improvement.
- To make companies consider equality plans as a strategic tool to promote equality between women and men and to improve human resources management.

In the Ministry of Justice there are several services and bodies in which women's intervention takes on a prominent place, as evidenced by the Directorate-General for Justice Administration (DGAJ), in which both the Director General and the deputy directors are women. At the Institute for Registries and Notaries, the President of the Board of Directors is a woman, as well as at the Institute for Financial Management and Justice Equipment in which, besides the President, one of the members is also a woman. A similar scenario exists at the National Institute for Industrial Property, in which the President of the Board of Directors is a woman, as well as one of the members. The same applies to the Directorate-General for Justice Policy, where the Director General and deputy director are women.

Regarding the distribution, by gender, in the higher judicial courts, it can be seen that, compared with the existing data, namely since 2015, there is a considerable increase in the number of female judges and prosecutors. The difference is still significant at the level of the first instance judicial courts, considering the presence of women judges in greater numbers. Career development will, of course, lead to changes in composition, by gender, in the higher courts in the coming years.

Please see the following link:

https://estatisticas.justica.gov.pt/sites/siej/pt-pt/Paginas/Tribunais_PessoalServico_Tribunal.aspx .

In concrete terms, in the higher judicial courts, there has been a significant evolution since 2015, namely in the Supreme Administrative Court, in which, currently, both the President and the Vice-Presidents are women. In the case of the Supreme Court of Justice, this distribution is still not as equitable, but the Plenary of this body includes 21 women. In the case of the Lisbon Court of Appeal, a greater number of female judges vis-à-vis the male judges are performing her duties, whether the reference is to the judges or to the Public Prosecution Office and at the Court of Appeal of Guimarães, there is already have a greater number of female judges in this body.

It should be noted that, in international cooperation in the field of Justice, there are several women performing functions in technical areas where there is a need for training or participation of Portuguese agents to meet certain needs and establish/strengthen the rule of law in these countries. In this sense, once the process of recruiting candidates is made, it appears that there is an increasing number of women with technical skills so relevant that makes them selectable for the functions in question. Perhaps this is why it can be considered that the cooperation developed by the Portuguese Ministry of Justice, greatly contributes to the achievement of sustainable development goals, in a perspective of gender parity.

The procedures for entry into the security forces cannot establish quotas for women, and there is no legal provision allowing any differentiation between men and women. However, there has been a gradual increase in the number of women in the security forces, especially in the last 2 years. For example, in 2022 the admission to the PSP were opened for the school year, in the Agent Training Course there were 3743 candidates, only 22 % of the candidates were women.

In compliance with Order No. 11905/2020, of December 4, 2020, and despite the fact that it is expressly binding only for the courses to start in 2021, the PSP has adopted the guideline for its admission competitions of "Increasing the recruitment of female candidates from 14% in 2020 to 20%".

For instance, in 2023, the Feminization Rate in PSP recruitment reached the results 21,93%, of female recruitment as a Higher Institute of Police Sciences and Internal Security (ISCPSI) students and 15,71% as a Practical Police School (EPP) student.

Feminization Rate in Security Forces		
Years	M (%)	W (%)
2019	92,33%	7,67%
2020	92,16%	7,84%
2021	92,05%	7,95%
2022	91,39%	8,61%
2023	91,15%	8,85%

Source: Security Forces

The Security Forces periodically publishes images and videos on its official channels, with the aim of highlighting the multiculturalism present in our country, featuring police officers and

citizens of different ethnicities and both sexes. These publications were reinforced when selection contests were opened, with images of police officers from different ethnic groups and of both sexes illustrating the publicity posters. These recruitment actions for the FS highlight specific aspects of the attractiveness of the career and the service, and are held in places/contexts that are privileged for recruiting women and minorities on the basis of their ethnic/racial/social origin.

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

1. The promotion of gender equality is encouraged by the Government across the sectors and is recognized by companies as a commitment to social responsibility (Resolution of the Council of Ministers no. 19/2012, of March 8, established the mandatory adoption, by all entities of the State's business sector, of plans for equality, which shall provide in particular details for their implementation, monitoring and impact assessment and reporting).

In this context, the Public Broadcasting entity (RTP) annually establishes a Plan for Gender Equality, based on the Commission for Equality in Labor and Employment (CITE – Comissão para a Igualdade no Trabalho e no Emprego) guidelines, and is a member of the [IGEN](#) forum (Business Forum for Equality). Other media entities such as Lusa and Media Capital are also members of IGEN.

[RTP Gender Equality Plans](#)

Moreover, the Code of Ethics and Conduct for workers in media companies generally values diversity and recognizes non-discrimination and equal opportunities among workers.

Some examples can be found below:

[Code of Ethics and Conduct at RTP](#)

[Code of Conduct at Grupo Imprensa](#)

[Code of conduct and ethics at Media Capital Group](#)

2. The Online platform NAU (Online Teaching and Training for Large Audiences), developed and managed by the FCCN Unit of the Foundation for Science and Technology (FCT), supports teaching and training, aimed at large audiences. It has offered in 2023 and 2024 a free access to a [MOOC on participation and gender equality in ICT](#), a [MOOC on inclusive gender approach in technology](#) and a [MOOC on gender equality in labour and jobs](#).

The Trade Union of Journalists has joined international campaigns by the International Federation of Journalists such as the “PayMeEqual” campaign in 2021.

Particularly with regards to women in the digital transition, [S4P-24](#) (see explanation in Q5) contributes to a systematized monitorization and impact evaluation of public policies aiming to increase the participation of women in the digital area, regarding both educational and professional paths. Therefore, it supports better decision making and evidence informed policies in these areas.

A project is being financed, which aims: 1) Map and systematize the policy actions and measures at national level, since the entry into force of the National Equality and Non-Discrimination Strategy³, aiming to increase the digital participation of women, regarding both educational and professional paths (e.g., strategies/action plans/programs, subsidies and incentives, indicators, partnerships); 2) design mechanisms and propose indicators for an integrated follow-up of said policies and to evaluate their impacts. This should include both specific actions (e.g., strategies/action plans/programs) as well as mainstreaming measures (e.g., those implemented in the framework of the “*Impulso Jovens STEAM*” or the “*Compromisso Emprego Sustentável*” in the Recovery and Resilience Plan; sex disaggregation of monitoring data). This study will also contribute to assess the extent/coverage of existing policies and to support policy planning exercises for adjustment of policies or for new policies and respective monitorization and evaluation.

24. Please describe your country’s current national women’s machinery (government entity exclusively dedicated to the promotion of gender equality and the empowerment of women) and describe the measures that your country taken over the past five years to establish and/or strengthen it.

The Commission for Citizenship and Gender Equality– CIG

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

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

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

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

- c) Prepare studies and planning documents to support political decision-making in the area of citizenship and gender equality;
- d) Promote education for citizenship and activities designed at raising civic awareness in regards to the identification of discriminatory situations and ways of eliminating them;
- e) Promote activities to facilitate equal participation in economic, social, political and family life;
- f) Suggest measures and carry out activities to counter all forms of gender violence and to support its victims;
- g) Support non-governmental organisations on measures, projects or activities that promote aims corresponding to those of the Commission;
- h) Attribute quality awards to entities that adopt codes or follow best practices examples in promoting gender equality, preventing gender violence and providing support to victims;
- i) Provide technical supervision of structures assisting and caring for victims of violence and strategic coordination with other official sectors involved in such support;
- j) Articulate and ensure the implementation and maintenance of technical systems of protection for victims of domestic violence;
- l) Maintain public opinion informed and aware by means of the media, by producing publications and by keeping a specialised documentation centre and library;
- m) Prepare general recommendations regarding best practices in promoting gender equality, especially at the advertising level, at the working procedures of educational structures, at the training and work organisation in the public and private sectors, as well as at checking their conformity with these best practices;
- n) Assign technical competencies and certify persons and entities' quality who are institutionally involved in the promotion and protection of citizenship and gender equality;
- o) Develop legal advice and psychosocial support services, especially in situations of discrimination and gender violence;
- p) Receive complaints regarding situations of discrimination or gender-based violence and present them, when appropriate by issuing opinions and recommendations, to the competent authorities or to the entities involved;
- q) Ensure adequate forms of institutional participation for non-governmental organizations that contribute to the implementation of citizenship and gender equality policies;
- r) Organise, in accordance with the Law, the national registry of non-governmental organisations whose statutory object is essentially the promotion of values of citizenship, human rights protection, women's rights and gender equality;
- s) Cooperate with international and European organisations and other equivalent foreign entities, in order to participate in the broad guidelines regarding citizenship and gender equality and to promote their implementation at national level;
- t) Cooperate with national, regional and local public and private entities in projects and activities coinciding with CIG's mission, in particular by establishing partnerships;
- u) Provide technical assistance to initiatives promoted by other entities in the area of citizenship and gender equality;
- v) Issue favourable opinions on the signing of cooperation agreements that involve official state entities in matters related to the support of victims of gender violence.

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

CIG's Advisory Board

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

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

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

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

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

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

The Commission for Citizenship and Gender Equality manages several sources of funding, such as the Social Games (ex. Lotteries, Euro millions, etc) , the Small Grant, the EEA Grants Portugal and EU funds under PT2030, with which projects from civil society, NGOs, Higher Education Entities, among others within the CIG work area are supported, in addition to executing their own projects.

In terms of funding, the Commission for Citizenship and Gender Equality granted a total amount of 150 thousand euros in 2021 to projects related to women's rights carried out by 19 NGOs; in 2023, 200 thousand euros were granted to projects developed by 23 NGOs. From 2019 to 2022, the Commission disposed of a budget (funded by the EU) of 5,67 million euros for financial and technical support to civil society organizations. The Commission for Citizenship and Gender Equality is also managing an EEA Grant with total funding of over 7 million euros to support projects in the area of gender equality (with a special focus on the labour market); the programme started in 2017 and is due to be finalized in the end of 2024.

Commission for Equality in Labour and Employment (CITE)

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

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

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

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

The legal opinion is given in 30 days. If the opinion is negative, only a court of law may authorize the dismissal.

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

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

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

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

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

25. In the past five years, what other mechanisms and tools has your country used to mainstream gender equality across sectors? (e.g. gender focal points in the Executive, Legislature or Judiciary; inter-ministerial coordination mechanisms; gender audits, consultations with women's organizations)

The integration of gender equality in all sectors has been carried out in the last years through national intersectoral strategies, with elements representing each government area, including health sector.

Among the main instruments of intersectoral public policies, the following stand out:

- Council of Ministers Resolution (CMR) no. 2/2024, of January 5th - National Strategy for the Rights of the Victims of Crime 2024-2028;
- CMR no. 184/2021, of December 29th and CMR no. 126/2023, of October 17th - Action Plan of the National Strategy to Fight Poverty 2022-2025;
- Proposal to reinforce and optimize the health model in promoting the rights and protection of children and young people Working Group Order No. 13057/2023, December 2024

- CMR no. 92/2023, of August 14th and CMR no. 61/2018, of May 21st - Action Plans of the National Strategy for Equality and Non-Discrimination – Portugal + Igual (2023-2026): Action plan for equality between women and men (PAIMH), Action Plan for preventing and combating violence against women and domestic violence (PAVMVD) and Action Plan to combat discrimination based on sexual orientation, gender identity and expression, and sexual characteristics (PAOIEC);
 - CMR no. 3/2023, of January 17th - Portugal's Child Guarantee National Action Plan 2022-2030;
 - CMR no. 77/2022, of September 13th - II National Youth Plan;
 - CMR no. 119/2021, of August 31st - National Strategy for the Inclusion of People with Disabilities;
 - CMR no. 101/2021, of July 28th National Plan to Combat Racism and Discrimination;
 - CMR no. 112/2020, of December 18 - National Strategy for the Rights of the Child 2021-2024 and respective Action Plan 2021-2024;
 - CMR no. 141/2019, of August 20th - National Implementation Plan of the Global Compact for Migration;
 - CMR no. 80/2018, of July 19th - IV Action Plan to Prevent and Combat Trafficking in Human Beings (started preparing its 5th Action Plan);
 - CMR no. 25/2013, of March 27th, revised, in 2018, by CMR no. 154/2018, of November 29th) - National Roma Communities Integration Strategy.
1. Creation and implementation of Defence Equality Directives and/or Sectoral Action Plans – In accordance with measures of the National Defence Action Plan 2022-2025, all Defence entities developed and implemented their own Equality guiding instrument/plan.
 2. The National Defence Equality Award, established by the PMoD since 2019, is a gender mainstreaming measure that aims to promote equality and non-discrimination strategies/projects/ideas within the Defence community.
 3. Training in the areas of Human Rights, International Humanitarian Law, WPS and Gender Perspectives in the Defence domain. In the context of recruitment and retention processes, publicity campaigns for the women are carried out in order promote the relevance of the role of women in the Armed Forces and to increase the number of female candidates and recruited.

Regarding coordination mechanisms:

- The establishment of the Defence Equality Working Group allows the implementation of a focal point network across the Defence, fostering coordination and the effective implementation of measures to promote gender equality.
- The Establishment of the Gender Equality Office at the PMoD in 2020, reporting directly to the Minister of Defence, as well as the appointment of gender advisors reporting directly to the Services Commanders (Navy, Army and Air Force) or the Chief of the General Staff.

Regarding gender audits:

- The General Inspectorate of National Defence (IGDN) every two years carries out gender audits to all the National Defence entities.

The National Youth Plan has several measures aimed at promoting and guaranteeing gender equality, including them here due to their intersectoral nature:

- Raising awareness in the youth sector about practices that promote gender equality, namely through the development of initiatives to prevent and combat sexism among the young population, such as:
- Training of technicians for the topic, with 50 technicians expected to be trained per year, from 2022 to 2024.
- The number of awareness-raising actions aimed at youth associations, with 2 planned per year, from 2022 to 2024.
- The provision of resources to youth associations in the knowledge area of the IPDJ, I. P. Portal.
- The promotion of gender equality in the areas of engineering and digital technologies, through the collaboration of living science in the engineers for a day program and the creation of a mentoring program for girls in this context.
- The promotion of gender equality in the areas of information technology.
- The appreciation of projects that specify concrete measures aimed at promoting equality in the integration and sporting participation of young people (gender equality, young people at risk of poverty, young people with disabilities, young Portuguese gypsies, young migrants, young refugees, young people deprived of liberty, LGBTI+ young people), namely through the implementation of Clube Escolhas.
- And guarantee gender equality in school sports.

Also noteworthy is the “Young People for Equality” award:

- “The Jovens pela Igualdade” (Young People for Equality) award, a competition promoted by the Portuguese Institute of Sport and Youth, I.P. (IPDJ, I.P.) in conjunction with the Commission for Citizenship and Gender Equality (CIG), within the scope of the National Strategy for Equality and Non-Discrimination – Portugal + Igual (ENIND), 2018-2030, published in the Council Resolution of Ministers no. 61/2018 of May 21st. Aimed at youth associations and associations of a youth nature, the award aims to recognize debate activities between young people on the issues of gender equality and citizenship, which question the social representations of feminine and masculine and their binary logic and alert to the rights and responsibilities that belong to everyone in both the public and private spheres, to reduce gender inequality, as Good Practices for promoting Gender Equality. From 2021 onwards the number of prizes increased (from 1 to 3) and the value to be awarded (from 500.00 euros to 4000.00).

Pursuing the objectives of gender equality in sport and following the measures recommended in the Report resulting from the Working Group for Gender Equality in Sport, it was created the national campaign «Tu também podes ser a Presidente do teu Clube. Entra em campo» (You can also be the president of your club) in partnership with the General Directorate of Education, the General Directorate of School Establishments, the Regional Directorate of Sports of the Azores and the Regional Directorate of Sports of Madeira . It’s aimed at girls, secondary school students, with a view to promoting and valuing female leadership, specially in sport. The campaign objectives are: demonstrate to the segment of young secondary school girls that being a woman, and being president of a club, is possible, and isn’t just a dream; contribute to ending the stereotypes that keep women out of the game, in matters of leadership in sport.

Support for the Arts

Within the scope of public financial support for the arts, in 2021 the Arts Support Model was revised (approved by Decree-Law No. 47/2021, of June 11). This legislative change allowed the Portuguese Directorate-General for the Arts (DGARTES) to achieve various purposes of public interest (Article 3), including gender equality. Through this change it became possible to include, in notices opening for new Support Programs, a weighting criterion for evaluating projects, regarding compliance with “Artistic and public cultural interest objectives”. Of these objectives of public and cultural interest, the objective of promoting “ethnic and cultural diversity, social inclusion, gender equality, citizenship and quality of life of populations” stands out.

Support for Cinema and Audiovisual

Within the scope of public support for cinema and audiovisual, from 2018 onwards, the regulations relating to the financial support programs managed by the Portuguese Institute for Cinema and Audiovisual (ICA) provide the possibility of granting bonuses to women authors/directors. Currently, in the financial support Subprogram for Writing and Development of Cinematographic Works and in the financial support Subprogram for Writing and Development of Audiovisual and Multimedia Works, a 10% increase can be added when there is more than 50% authorship by women; and in the Production Support Subprogram for the Completion of Cinematographic Works, a 10% increase may be added when the project is, simultaneously, carried out by a woman and when a woman holds a position as producer, screenwriter/author or director of photography.

Porto Santo Charter

In 2021, under the Portuguese Presidency of the Council of the European Union, the Porto Santo Charter was presented as a guiding map of principles and recommendations for applying and developing a working paradigm for cultural democracy in Europe. This Charter is the result of a process of consultation, discussion, and collaboration, with the participation of the EU Member States, the European Institutions, Associations and Networks in the cultural and educational sectors. As an instrument that aims to expand the principles of cultural democracy, its principles and recommendations are an important framework to strengthen the access to Culture by girls and women, empowering girls/women or giving more visibility to women creators.

<https://portosantocharter.eu/wp-content/uploads/2021/05/PortoSantoCharter.pdf>

26. If there is a national human rights institution in your country, what measures has it taken to address violations of women’s rights and promote gender equality?

In the narrative report, please provide details of up to three concrete examples of measures taken, including aims and scope of measures, target population, budget, impact evaluations, lesson learnt, and links to further information. In doing so, countries are encouraged to report on the institution’s role in promoting women’s rights in national legislation and policies. Please also provide information about actions for specific groups, such as those listed in question 3. Where relevant and possible, please provide data to support your responses. (2 pages max.)

In the online survey, you will be asked whether there is a national human rights institution in your country (YES/NO) and if so, whether it has a specific mandate to focus on gender equality or discrimination based on sex/gender (YES/ NO)

Peaceful and inclusive societies

Critical areas of concern:

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

27. In the past five years, what actions has your country taken to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?

United Nations Security Council Resolution 1325 (2000) was the first UN Security Council Resolution to draw attention to the unequal impact that armed conflicts have on women and men, as well as the importance of women's participation in all phases of conflict resolution and peace reconstruction processes.

One of the dimensions addressed, with greater relevance to the missions and duties of the Ministry of Justice, concerns the prevention and punishment of gender-based violence in contexts of armed conflict, in particular sexual violence against women.

To this end, the Resolution calls for respect for international law applicable to the rights and protection of women and girls, especially as civilians, and for the adoption of specific measures to protect them from this type of violence.

It also states that it is the responsibility of States to end impunity and punish those responsible for genocide, crimes against humanity, war crimes, including those related to sex, and any other type of violence against women and girls.

More specifically, Resolution 2106 (2013) addresses the investigation and prosecution of sexual violence in armed conflicts, particularly against women and girls.

This resolution focuses on consistent and rigorous prosecution of crimes of sexual violence as a key element in preventing and deterring this type of crime. It will therefore be up to member States to:

- investigate and bring to justice those responsible who are under their jurisdiction.
- provide for a comprehensive range of crimes of sexual violence in national criminal legislation, to allow for the prosecution of this type of crime.
- guarantee victims' access to justice.

- strengthening political, social, and economic position of women and affirming equality between men and women, as central tools in the long-term prevention of sexual crimes.

Measures falling within the responsibility of the Ministry of Justice in the III National Plan (2019-2022) were mainly focused on the external dimension of its action.

The measures included were based on a single strategic objective, no. 2; Protecting the human rights of women and girls and punishing all forms of violence against women and girls, including sexual violence, with the specific objective of Integrating the MPS (Women Peace and Security) agenda and the IMH (Equality of Women and Men) perspective, including violence against women and girls, sexual violence, harmful traditional practices and trafficking in human beings, into legal and judicial cooperation, with a view to implementing UNSC Resolution 2106. The measures concretely established were:

- 2.1.1 To include the perspective of IMH and non-discrimination in cooperation agreements in the area of justice to be signed with CPLP countries (Community of Portuguese Speaking Countries).
- 2.1.2 To promote and support activities aimed at investigating and punishing cases of violence against women, including sexual violence, in conflict and post-conflict situations, humanitarian crises and other situations.
- 2.1.3 To promote discussion and debate on IMH within the framework of the Conference of Ministers of Justice of Ibero-American Countries, that currently holds a line of work dedicated to gender equality focused on victims of gender violence.

Portugal has an extensive normative framework to implement the WPS and has been introducing the pillars of UNSCR 1325 in all areas of political activity, resulting in national strategies on gender equality and the prevention and elimination of gender-based violence with impact on our foreign and defence policies, both in bilateral and multilateral relations, as well as in development cooperation. The new Portuguese Cooperation Strategy 2030 recognizes gender equality and women's empowerment as a cross-cutting priority axis (sine qua non condition to support actions/programs to be carried out).

This Agenda is integrated as a crosscutting topic in all areas of the National Defence Planning, and included into bilateral, multilateral, and regional dialogues and instruments. It is also widely disseminated, in 2023 the first Defence Podcast was created, a strategic communication tool, with the aim of fostering Defence knowledge and literacy, actively developing institutionalization and internationalization on topics such as Equality, Non-Discrimination, Work-life balance, WPS Agenda, Prevention and Combating of all forms of Violence, among others (6 episodes published).

WPS and gender perspectives have been mainstreamed into the Defence Cooperation Framework programmes with all the Portuguese-speaking African countries and East Timor, as well during the Portuguese Presidency of the 5+5 Defence Initiative in 2023.

Awareness-raising sessions on WPS and Preventing and Eliminating Harassment in the Workplace have been developed within the framework of Defence Cooperation Programmes with Portuguese Speaking Countries in Africa.

In alignment with the commitment to reinforce the key role of WPS process and with the engagement of all the Defence ministries of the Community of Portuguese Speaking Countries (CPLP), Portugal has been the penholder in the process of developing an Action Plan of the CPLP to implement the UN Security Council Resolution 1325 on Women, Peace and Security (2000).

Prioritization of the themes of Gender Perspective and WPS Agenda included in the training of the National Defence Attachés, as well as included in their Mission Letter.

Portugal is currently preparing the IV National Action Plan (NAP), with the III NAP covering the period 2019-2022 and two prior NAPs adopted in 2009 and 2014, respectively.

Generally, Portugal's NAP focuses on increasing participation and raising gender awareness through training. The plan includes measurable goals for each objective, anticipates institutional support within the Portuguese government for implementation, and emphasizes participation in the UN and other international organizations' efforts to promote peace and security.

The NAP serves as an operational tool for implementing resolutions on Women, Peace, and Security (WPS). It relies on inter-ministerial commitment, involving various contributing sectors, and aims to mainstream gender equality across different areas of intervention and governance.

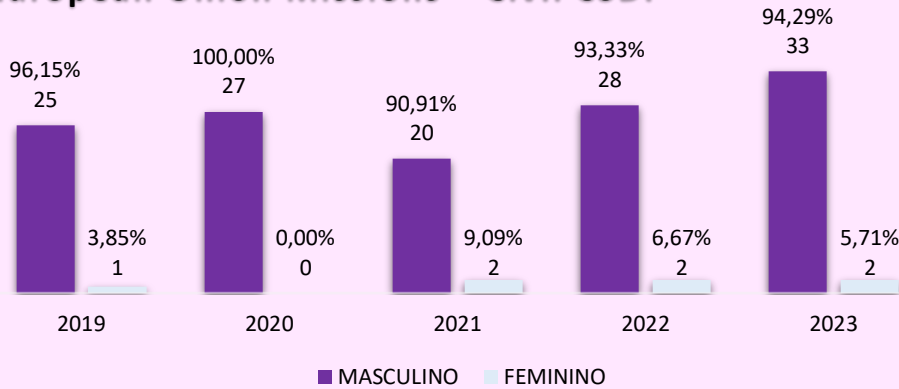
Promoting and maintaining peace and security requires collaborative efforts, not only at the European level but also on a global scale. In this context, concerning security forces, it is noteworthy to mention participation in the European Security and Defence College (ESDC), the European Union Agency for Law Enforcement Training (CEPOL), and the European Union Police and Civilian Staff Training (EUPCST).

MAI elements designed by organization and gender, 2019-2023

In general, between 2019 and 2023 there has been an increase in the number of highlighted elements (exception for the COVID/post-COVID period).

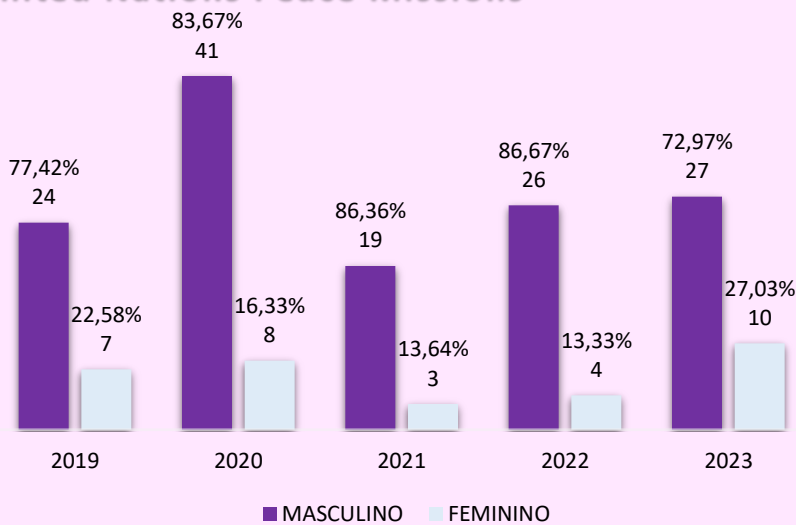
In the United Nations Peace Missions, it is important to highlight the significant increase in the year 2023, in which we recorded 30% female participation.

European Union Missions – Civil CSDP



Source: Security Forces

United Nations Peace Missions



Source: Security Forces

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

Promotion of the participation of women in national and international missions, globally: within NATO (Baltic Air Policing Lithuania), the European Union (Irimi/Sea Guardian, European Union Training Mission Mali (EUTM-MALI), European Union Training Mission Mozambique (EUTM-MOZ), European Union Naval Force in Mediterranean (EUNAV- FORMED), Frontex Joint Operation Indalo), within the framework of the

UN (United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA) and Mission United Nations Colombia), amongst other.

Quarterly reports, with sex-disaggregated data, are carried out within the scope of the National presence in Missions and Operations of the UN, NATO, the EU and in the bilateral and multilateral domain.

The WPS is the international most significant normative framework that addresses the gender-specific impacts of conflicts, including protection against sexual and gender-based violence, women's participation in peace and security processes, supporting their roles as peacebuilders. In this context, training in this theme is crucial for all deployed military personnel and is typified in the operational documents.

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

It should be mentioned Prosecutor General's Office Directives no. 5/2019, 2/2020, 3/2020, 1/2021 and 2/2021, which contain binding hierarchical determinations for Public Prosecutors that can be interpreted as effective efforts to prosecute violations of international humanitarian law and violations of the human rights of women and girls in situations of armed conflict and other conflicts or humanitarian action and crisis response.

In addition to the general issue of domestic violence and violence against women, these determinations also raised concerns about the role of the Public Prosecution Office in these specific issues.

These Directives are accessible on the Public Prosecution website – see <https://www.ministeriopublico.pt/iframe/diretivas>.

Finally, in October 2022, in an affirmation of strategic priorities on the part of the Prosecution General's Office, the National Coordination Office for the Family, Children, Young People and the Elderly and against Domestic Violence (GFCJIVD) was given new powers in the areas in question. For more information see <https://gfcj.ministeriopublico.pt/>

Two last mentions that can be considered in light of the request: the work that has been carried out by the GFCJIVD, as part of its participation, as a focal point, in the Working Group that prepares and monitors the entry into Portugal of unaccompanied foreign children and young people (CJENA), scheduled and unscheduled movements, and with the monitoring of the promotion and protection measures taken, and also by participating, on behalf of the Public Prosecution Office, in the multidisciplinary and inter-institutional Working Group set up under the National Strategy for the Planning of Reception Actions for Ukrainian children who are unaccompanied or separated from their parents or legal representatives and who have entered national territory, monitoring the protective and civil guardianship measures adopted on a monthly basis.

Within the scope of the National Institute for Legal Medicine and Forensic Sciences, the Medical-legal Disaster Intervention Team includes medical doctors specialised in legal medicine who are trained in the expert assessment of situations in which violations of international humanitarian law occur and violations of human rights of women and girls in situations of conflicts or humanitarian actions and crisis response.

Although there have been no recent requests for intervention from the Medical-legal Disaster Intervention Team in the context of international conflict scenarios, the availability of the team's support was presented to International criminal Court to travel to Ukraine with the view to investigating crimes against women and girls. This intervention is awaiting guidance from the International Criminal Court.

It should be noted that all medical doctors specialised in legal medicine are trained, during their medical internship in legal medicine, to carry out expert investigations in situations in which violations of international humanitarian law occur and violations of human rights of women and girls in situations of conflicts or humanitarian actions and crisis response.

These topics are also included in the training given to other medical experts and other experts, within the scope of the Specialisation Course in legal medicine and forensic sciences, in Portugal and in other Portuguese-speaking countries. This training is specifically aimed at human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse.

30. In the last five years, what actions has your country taken to eliminate discrimination against and violations of the rights of the girl child, including adolescent girls?

- Law no. 40 / 2020, of 18 August - Strengthening the sanctioning and procedural framework for crimes against the sexual freedom and self-determination of minors.

Extended the application of Portuguese criminal law to acts committed abroad when crimes of resorting to prostitution of minors and soliciting minors for sexual purposes are involved, as well as the connecting factors for the application of Portuguese law in crimes committed against minors.

Amended the crimes of sexual abuse of dependent minors or minors in a particularly vulnerable situation and pornography of minors.

Added to the Criminal Code the crime of organizing trips for the purpose of sex tourism with minors, which is provided for and punishable under the terms of the new Article 176-B.

-Law no. 15/2024, of 29 January' amended Article 176 of the Criminal Code adding that anyone whom using a minor in a pornographic show or enticing them to do so or using a minor in a pornographic photograph, film or recording, regardless of its medium, or enticing them to do so; using any form of threat, constraint or violence shall be punished with imprisonment of 1 to 8 years.

It also rewrote Article 176-B (Organizing trips for the purpose of sex tourism with minors)
[...]

1 - Anyone who organizes, provides, facilitates, or advertises travel or travel, knowing that such travel or travel is intended for the commission of crimes against the sexual freedom and self-determination of a minor, shall be punished with imprisonment of up to 2 years, if a more serious penalty is not imposed by virtue of another legal provision.

2 - When the conduct referred to in the previous paragraph is carried out in the context of a professional activity or with lucrative intent, the perpetrator shall be punished with imprisonment of up to 3 years, if a more serious penalty is not imposed by virtue of another legal provision.

3 - The provisions of the previous paragraphs shall apply even if the conduct against the freedom and sexual self-determination of a minor committed in the place of destination is not punishable in that jurisdiction or when the punitive power is not exercised in that place.

Please refer to the reply provided in Section Two – Question 1, namely in what concerns the National Strategy for the Rights of the Child 2021-2024 and the creation of the National Council of Children and Young People by the CNPDPCJ.

The Technical Committee for Monitoring the National Strategy for Children's Rights 2021-2024 was created (Council of Ministers Resolution no. 112/2020, of December 18);

A significant part of the work carried out to eliminate discrimination and violations of the rights of girls, including adolescents, meets the challenges of the National Strategy for Equality and Non-Discrimination – Portugal+Igual (ENIND), and two of its Action Plans, and also the National Strategy for Citizenship Education (ENEC).

Aimed at ensuring the full participation of all children, the elimination of discrimination and stereotypes, the promotion of affective and healthy relationships, specifically in relation to sexual and reproductive rights, the prevention of violence in intimate relationships and risk behaviours. Examples include those already mentioned, such as teacher training, raising awareness among children and young people through webinars and the production of resources for this specific purpose. Moreover, a number of challenges have been launched by the DGE, with the aim of getting children and young people to research, debate and reflect on these types of situations.

In order to help eliminate discrimination and the violation of Girls' and Women's Rights, the DGE has called for the visibility of the work of many women. Whether for their contribution on their hometown ([Notáveis da minha Terra](#)), or their invisible role in life, history, the arts, sciences, literature, the defence of Human Rights, minorities, Animal Rights, the promotion of interculturalism, the history of Portugal or worldwide, etc., which is, in turn, reflected in the lack of female role models in school textbooks ([Notáveis na minha escola](#)).

In response to these challenges, children and young people, from primary to secondary school, in the Citizenship and Development curricular component, learnt more about and publicised women who have excelled in a wide range of fields of study, giving visibility to their actions in the history of societies, combating discrimination and the violation of human rights, in this case of girls and women.

Environmental conservation, protection and rehabilitation

Critical areas of concern:

- I. Human rights of women
- K. Women and the environment
- L. The girl child

31. In the past five years, what actions has your country taken to integrate gender perspectives and concerns into environmental policies, including climate change adaptation and mitigation, biodiversity conservation and land degradation?

32. In the past five years, what actions has your country taken to integrate gender perspectives into policies and programmes for disaster risk reduction and building environmental and climate resilience?

The National Strategy for Preventive Civil Protection 2030, aims, by 2030, to prevent new risks and reduce the risks of existing disasters, implement integrated and inclusive measures to prevent and reduce exposure to hazards and vulnerabilities to disasters, increase the degree of preparedness for response and recovery and strengthen resilience.

The guiding principles that guided the definition of activities of the National Platform for Catastrophe Risk Reduction (PNRRC), for the three-year period 2024-2026, presuppose continuing the work that has been developed since 2015 in several areas, such as damage assessment post-earthquake, risk management in cultural heritage, non-structural seismic resilience actions and the resilience of operators of essential services. It is also intended to solidify the resilience of local communities and encourage inclusive governance in risk management, as well as integrating young citizenship in disaster risk reduction activities, enhancing the already present concerns and actions of younger people in favor of increased resilience.

The PNRRC Activity Plan for the three-year period 2014-2026 is characterized by the execution of transversal and sectoral actions aimed at reducing risk and increasing resilience, being based on the creation of 7 working groups with specific goals.

One of the specific goals in the inclusive governance for risk reduction is to promote actions for specific, more vulnerable audiences, with a view to developing and implementing measures to improve knowledge and/or reduce the risk of catastrophe.

Section Four: National institutions and processes

33. Please describe your country's national strategy or action plan for gender equality, including its name, the period it covers, its priority, funding and alignment with the 2030 Agenda for Sustainable Development, including the targets under SDG 5.

With the approval of the National Strategy for Equality and Non-Discrimination – Portugal + Igual (ENIND) (RCM [No. 61/2018 of 21 May](#)), Portugal launched a new programmatic cycle in 2018, aligned in time and substantively with the 2030 Agenda and supported by three Action Plans that define strategic and specific objectives on non-discrimination on the grounds of sex and equality between women and men (IMH); to prevent and combat all forms of violence against women, gender violence and domestic violence (VMVD), and to combat discrimination on the grounds of sexual orientation, gender identity and expression, and sex characteristics (OIEC).

In this context, under the motto "No one can be left behind", the 2030 Agenda is profoundly transformative and constitutes a roadmap for the period in question, with a view to eliminating all structural obstacles to equality between women and men, in the national territory and in terms of development cooperation.

These issues are directly addressed in Sustainable Development Goal (SDG) 5 – Achieve Gender Equality and Empower all women and girls, and its targets.

But the 2030 Agenda also implies the integration of the objective of promoting equality between women and men (*gender mainstreaming*) into other SDGs as a requirement to achieve all development goals, namely in the areas of poverty eradication (SDG1), hunger eradication (SDG2), good health and well-being for all (SDG3), quality education (SDG4), decent employment and inclusive economic growth (SDG8), industry, innovation and infrastructure (SDG9), reduced inequalities (SDG10), sustainable cities and communities (SDG11), responsible consumption and production (SDG12), combating climate change (SDG13), peace, justice and strong institutions (SDG16), and partnerships for the goals (SDG17). Mainstreaming is therefore the backdrop of ENIND, as this Strategy aims to act consistently against gender stereotypes that give rise to and perpetuate discrimination and inequalities, in order to produce lasting structural changes that allow for de facto equality to be achieved.

The work developed under the three ENIND Action Plans has been fundamental for the integration of the perspective of combating discrimination on grounds of sex and the promotion of Equality between Women and Men, and combating discrimination on the grounds of sexual orientation, gender identity and expression, and sex characteristics (OIEC) in the definition of policies, plans or programs of each government department and municipality.

ENIND has made it possible to make equality and non-discrimination a common issue in all sectoral areas of the State, in a clear commitment to the articulation between the various actors.

Thus framed, ENIND intends to consolidate the progress achieved so far and envision the future of government action, with a view to the sustainable development of the country that depends on the achievement of substantive and transformative equality, while ensuring the necessary adaptability to the Portuguese reality and its evolution until 2030.

34. Please describe your country's system for tracking the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting), including the approximate proportion of the national budget that is invested in this area.

Portugal has implemented a system for tracking interventions/measures in terms of gender equality within the State Budget. It's a system for the incorporation of a gender responsive budget into the State Budget.

The process began in 2018, with the implementation of a project-pilot for a gender responsive budget within the State Budget.

It was restricted to seven governmental areas, Presidency of the Council of Ministers and Administrative Modernization, Internal Affairs; Education; Finance; Healthcare; Justice; Labour. Solidarity and Social Security.

The pilot project anchored the integration of the gender perspective in the State Budget through a specific instrument: ANNEX IX-A - BUDGETS WITH A GENDER IMPACT, which became part of the State Budget Circular.

To consolidate and boost the dynamics of the incorporation of a gender responsive budget into the State Budget, Portugal, through the Commission for Citizenship and Gender Equality, applied to the Gender Mainstreaming in Public Policy and Budgeting Project, within the framework of the Directorate-General for Structural Reform Support (DG-Reform/European Commission).

As part of this project, changes have been made to Annex IX-A to the Budget Execution Circular of the State Budget 2024, with the implementation of a new methodology for recording gender equality measures, based on international best practice.

To facilitate the incorporation of the Gender Responsive Budget in the State Budget, Guidelines and recommendations have been created, with examples and evidence drawn from international literature, for the application of the Budget Circular and its Annex IX-

Also, in the same project, training on Gender Mainstreaming and Gender Responsive Budgeting was given to 622 civil servants, during 2023.

In the State Budget 2024, a total of 150 organizations from central public administration responded to Annex IX-A, indicating a total of 564 measures to promote gender equality, corresponding to a budget allocation of 426.27 million euros (0,5% of the public expenditure forecast).

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

S4P-24 (See explanation in Q5) puts in place a mechanism that directly supports and leverage the participation of academia in policy making, in articulation with the Public Administration.

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

In answering this question as part of the narrative report, countries are encouraged to describe participatory process and to reflect on the contributions that different stakeholders have made to the national report. (1 page max.)

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

The CEDAW Committee considered the tenth periodic report of Portugal (CEDAW/C/PRT/10) at its 1881st and 1883rd meetings (CEDAW/C/SR.1881 and CEDAW/C/SR.1883), held on 14 and 15 June 2022. The Committee invites the State party to submit its eleventh periodic report, which is due in July 2026.

The examination of the Portuguese State by the Human Rights Council is scheduled for November 6, 2024. It will be the fourth time that Portugal has undergone this evaluation mechanism, with the last Universal Periodic Review of Portugal taking place in May 2019.

More recently, Portugal submitted the First thematic evaluation round "*Building trust by delivering support, protection and justice*" ([State report addressed to GREVIO](#)) for the Istanbul Convention.

Section Five: Data and statistics

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

Important projects have been carried out in recent years within the scope of Statistics Portugal's activities, which have contributed to strengthening and broadening the thematic areas of official statistical information from the perspective of (un)equality between women and men.

These projects were developed in technical and institutional cooperation at the national and European levels. In some cases, they received funding from the European Union (Eurostat) and the European Economic Area (EEA Grants).

The following projects should be highlighted.

- **Gender-based violence survey:** The survey was applied nationwide between July and early October 2022 to a sample of 21,030 dwelling units. Only one person per dwelling was interviewed, selected by the method of the last anniversary in the dwelling. A total of 11,346 complete interviews were obtained. The following types of violence were observed, which may have been experienced in the public or private spaces: sexual harassment at work; violence experienced in an intimate context, by current and/or former spouses or boyfriends/girlfriends; non-partner violence; stalking; violence in childhood; and victimisation in general. In addition, the survey also included questions about knowledge of victim support services, as

well as perceptions of violence. The survey was financed by the European Commission (Eurostat). Its main results were released on 30 October 2023 (press release [here](#)).

- **Survey on Living Conditions, Origins and Trajectories of Population Resident in Portugal:** The survey was carried out throughout the country between January and August 2023 on a sample of 35,035 housing units, making it the largest sample of household surveys carried out by Statistics Portugal. Only one person was interviewed per dwelling unit, selected using the last birthday method, and 21,608 complete interviews were obtained. It aimed to measure and characterise each of the ethnic groups with which the resident population in Portugal identifies. The main objective was to understand how people self-identify, report, and interpret their origins, to understand and combat discrimination and inequalities in various areas. The aim was to contribute to the availability of official data on the origin and ethnicity of the population living in Portugal and on their socioeconomic characterisation. Its main results were released on 22 December 2023 (press release [here](#)).

- **National Statistics System on Gender Equality:** this project was financed by the European Economic Area Agreement (EEA Grants 2014-2021) under the Conciliation and Gender Equality Program and comprised three actions:

- **Revision of the Gender Database:** revision, update, and improvement of the content and scope of the existing Gender Database, considering the need to provide data that allow the interregional and international comparability and the monitoring of the the development of policy measures defined in the Portuguese Strategy for Equality and Non-Discrimination 2018-2030 – Action Plan for Equality between Women and Men. These data respond also to other needs, such as the Sustainable Development Goals. The Database will be available on Statistics Portugal Portal as of the end of April 2024;
- **Fertility Survey:** the survey was carried out between September 2019 and February 2020 on a sample of women aged 18 to 49 years old, representative of the female population at country level and at NUTS 2 regions level, and men aged 18 to 54 years old, representative of the male population at country level- A total of 7,709 complete interviews were obtained. Its aim was to ensure the availability of data on the reasons for the low number of births in Portugal, namely gender inequalities in the labour market and imbalances within households. The results of this survey should contribute to further increasing the understanding of this urgent demographic problem and support the formulation of public policies. Its main results were released on 3 December 2020. (press release [here](#));
- **Methodology and IT solutions concerning a Time Use Survey:** this activity was conducted in a partnership between Statistics Portugal and Statistics Norway, aiming at identifying the most appropriate methodology and interview modes, focusing on web mode, to collect data on time use, and recommending the most appropriate technological solutions for future data collection.

Council of Ministers Resolution no. 55/2020, which approved the Strategy for Innovation and Modernisation of the State and Public Administration 2020-2023.

Within the scope of the Administrative Modernisation Strategy, measure 7.4 was established: Incorporate the gender perspective as a central dimension of innovative management models. Its goal is the desegregation by sex of all the data produced by the Central Administration by sex (Strategic objective 7: Promote innovation in public management).

<https://www.portugal.gov.pt/download-ficheiros/ficheiro.aspx?v=%3d%3dBQAAAB%2bLCAAAAAAABAAzNDCyNAcAwYeeOwUAAAA%3d>

Portugal, by the Commission for Citizenship and Gender Equality (CIG), has been expanding the areas with gender-sensitive indicators in the statistical bulletins and infographics produced annually. This was the fruit of the collaborative work with the different ministerial areas that produced statistics.

There has been an investment to make the presentation and reading of these reports more appealing, to reach a greater number of people and institutions.

<https://www.cig.gov.pt/area-igualdade-entre-mulheres-e-homens/indicadores/>

39. Over the next five years, what are your country's priorities for strengthening national gender statistics?

Portugal will benefit from recent developments that have deepened the gender statistics availability. Statistics Portugal will ensure the continuous update of the indicators in the existing Gender Database and will define new indicators, taking advantage of variables common to almost all household surveys. These variables make it possible to characterise the resident population by sex, migratory status, income level, and disability, among others.

Preparing the next rounds of the Gender-Based Violence and Time Use surveys, in the context of Eurostat, is an opportunity for Statistics Portugal to assess the technical and financial conditions for carrying out these surveys in Portugal. These surveys are important tools for enriching the gender indicators.

40. What gender-specific indicators²⁶ has your country prioritized for monitoring progress on the SDGs?

Statistics Portugal released the sixth edition of the annual publication on the statistical follow-up of the UN 2030 Agenda - *Sustainable Development Goals. 2030 Agenda - Indicators for Portugal: 2015-2022*. This

²⁶ The term 'gender-specific indicators' is used to refer to indicators that explicitly call for disaggregation by sex and/or refer to gender equality as the underlying objective. For example, SDG indicator 5.c.1 captures the percentage of countries with systems to track public allocations that are directed towards policies and programmes that promote gender equality—the underlying objective is the promotion of gender equality. The term is also used for indicators where women and girls are specified within the indicator as the targeted population (see UN Women. 2018. *Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development*. New York).

edition simultaneously corresponds to the statistical annex of the *2nd Portuguese Voluntary National Report (VNR)*.(information [here](#))

Under Goal 5, there are 14 indicators, of which 7 with available data.

41. Which data disaggregations²⁷ are routinely provided by major surveys in your country?

Most of the household surveys carried out by Statistics Portugal are based on European Union (EU) regulations. The latest EU Regulation 2019/1700 - of the European Parliament and of the Council of 10 October 2019, establishing a common framework for European statistics relating to persons and households - which applies from January 2021, defines common characteristics of persons to be observed, namely age, sex, marital status, migration status, income level, disability, or education.

This framework is an important tool for a more effective intersectional approach to gender statistics and for the international comparability of indicators.

Section Six: Conclusion and next steps

In the narrative report, please provide 1-2 pages of key takeaways from the review, including reflections on:

- *lessons your country has learned from the review process and how it will apply them in the continuing implementation ongoing and future challenges for the achievement of gender equality and the empowerment of all women and girls in your country*
- *priority actions to accelerate the implementation of the BPfA and the 2030 Agenda, notably as part of the Decade of Action for sustainable development*

* * *

²⁷ As specified in A/RES/70/1, with the addition of education, marital status, religion and sexual orientation.