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EUROPEAN SOCIAL CHARTER

18th National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF PORTUGAL

Follow-up to Collective Complaints No. 61/2010 and 136/2016

Report registered by the Secretariat on
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REPORT FOR FINDINGS 2023

EUROPEAN SOCIAL CHARTER

**National Report on the implementation of
the European Social Charter**

submitted by

PORTUGAL

**Follow up to collective complaint no.
61/2010**

**Follow up to collective complaint
136/2016**

2022 REPORT

18TH REPORT

submitted by the Government of Portugal

According to Article C of the Revised European Social Charter and Article 23 of the
European Social Charter, a copy of this Report

was sent to Social Partners

General Confederation of Portuguese Workers

União Geral de Trabalhadores (General Union of Workers)

and

Confederation of Portuguese Industry.

INTRODUCTORY NOTE

Portugal hereby presents its 18th Report prepared in accordance with the reporting submission system adopted by the Decision of the Council of Ministers (CM (2014)26) of 2 April 2014 on the submission of national reports by States parties in relation to the implementation of the revised European Social Charter.

This Report addresses the follow-up to the decisions of the European Committee of Social Rights on collective complaints, in particular, on **complaints Nos. 61/2010 and 136/2016**.

INFORMATION ON THE FOLLOW UP TO THE DECISIONS OF THE EUROPEAN COMMITTEE OF SOCIAL RIGHTS IN THE FRAMEWORK OF THE COLLECTIVE COMPLAINTS MECHANISM

1. European Roma Rights Centre (ERRC) v. Portugal (no. 61/2010)

Violation of Article E (non-discrimination) combined with Article 31(1) (right to housing - adequate housing); of Article E (non-discrimination) combined with Article 16 (right of the family to social, legal and economic protection); of Article E in conjunction with Article 30 (right to protection against poverty and social exclusion); Decision on the merits on 30 June 2011.

RESPONSE FROM PORTUGAL

Despite developments in recent years, there are still high levels of discrimination, poverty, and social exclusion for many Roma persons and families, as well as strong ignorance and mistrust between non-Roma persons and Roma persons. The fight against racism and discrimination is a longstanding challenge in Portuguese society. Article 13 of the Constitution of the Portuguese Republic establishes the principle of Equality as an undeniable corollary of human dignity, and the principle of non-discrimination based on ancestry, gender, race, language, territory of origin, religion, political or ideological beliefs, education, economic situation, social condition or sexual orientation. This principle is materialized in the Labour Code and the Criminal Code and Law no. 93/2017, that establish the legal framework for the prevention, prohibition and punishment for discrimination on the basis of racial and/or ethnic origin, colour, nationality, ancestry and territory of origin, whose application is monitored by the Commission for Equality and Against Racial Discrimination.

The COVID-19 pandemic has exacerbated structural inequalities and compounded discrimination and incitement to hatred and violence, making it even more urgent to strengthen the effectiveness of these principles.

Against this backdrop, the 22nd Constitutional Government approved the National Plan to Combat Racism and Discrimination 2021-2025 - Portugal Stands Against Racism (PNCRD 2021-2025). This very first national plan to address these issues aims to promote equality, combat racism and racial discrimination, under Article 1 of the International Convention on the Elimination of All Forms of Racial Discrimination, including «any distinction, exclusion, restriction or preference based on race, colour, ancestry or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social and cultural or any other field of public life»¹. The National Plan to Combat Racism and Discrimination 2021-2025 upholds equality, strongly opposes segregation, and sets a vision of the community that rejects any form of marginalization of its citizens and fights structural inequalities. For a future with more justice, plurality and equality.

¹https://www.portugal.gov.pt/download_ficheiros/ficheiro.aspx?v=%3d%3dBQAAAB%2bLCAAAAAAABAAzNDI3NgYAMqHeagUAAAA%3d

In parallel, the PNCRD 2021-2025 is premised on a coordinated approach with other national strategies, plans and programmes targeting specific groups and vulnerabilities, namely the National Strategy to Combat Poverty and Social Exclusion, the 2018-2030 National Strategy for Equality and Non-Discrimination, the National Implementation Plan of the Global Compact for Migration, the 2013-2022 National Roma Communities Integration Strategy and the National Programme for Holocaust Remembrance.

In fact, the Portuguese government has recognized the difficulties of integration and the vulnerabilities experienced by Roma communities, who have been an ethnic minority in Portugal for over 500 years. In recent years Portugal has sought to respond to this issue with greater assertiveness in a solid, coherent and cross-cutting way in order to achieve greater social cohesion. This response has been framed by the lines of action underway, contained in different policy instruments, namely:

The National Strategy for the Integration of Roma Communities² (ENICC) - Initially approved for the 2013-2020 term, after a participation process that resulted from public consultation to municipalities, local public services, civil society entities, associations representing Roma communities, advisors of the Advisory Group for the Integration of Roma Communities, focal points of the different entities involved in the implementation of the defined strategy and Roma persons.

The validity of the ENICC was extended until 2022, in order to adjust its objectives and goals and, consequently, enhance the impact on improving the living conditions of Roma persons and communities (Council of Ministers Resolution no. No. 154/ 2018, of November 29).

In addition to taking the 2030 Agenda for Sustainable Development as a cross-cutting reference, the ENICC 2018-2022 is also aligned, at national level, with other national strategies such as: the National Strategy for Equality and Non-Discrimination 2018-2030 "Portugal + Equal" and its respective action plans (Action Plan for Equality between Women and Men, Action Plan for the Prevention and Combat of Violence against Women and Domestic Violence, Action Plan to Combat Discrimination Based on Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics); the National Strategy for Citizenship Education; the National Program for the Promotion of School Success; and the Program "1st Floor Right" – Affordable Housing Support Program, and the National Health Plan, among others.

This strategy is based on five Guiding Principles, namely: Interculturality; Non-Discrimination; Cooperation and Participation; Territorialization; Equality between Women and Men, materialized through eight strategic objectives (identified below) and seventeen specific objectives that translate into thirty-eight measures:

1. Improve the effectiveness of the implementation of the National Strategy for the Integration of Roma Communities and strengthen knowledge about Roma persons;
2. Promote an inclusive citizenship and non-discrimination;

2 <https://dre.pt/dre/detalhe/resolucao-conselho-ministros/154-2018-117142874>

3. Strengthen intervention in intercultural mediation;
4. Promote gender equality in Roma integration measures;
5. Ensure effective conditions for access to education, educational success and lifelong learning for Roma persons;
6. Ensure the conditions for full and equal participation of Roma persons in the labour market and professional activity;
7. Ensure conditions for effective equal access to adequate housing for Roma persons;
8. Ensure effective conditions for health gains throughout the life cycles of Roma persons;

Regarding the above collective complaint, we particularly highlight goal number seven of the Strategy, "ensure conditions for effective equal access to adequate housing for Roma persons", where the promotion and improvement of housing conditions for Roma persons and families are foreseen, as well as the elimination of spatial segregation.

To implement this strategic objective, measures and actions were taken, for which can be highlighted:

Implementation of the 1st Right Program - Program to Support Access to Housing

- **The 1st Floor Right Program**, created by Decree-Law no. 37/2018, of May 4, with the primary goal of eliminating situations of persons living in undignified housing conditions, through the provision, for this purpose, of a wide range of solutions and support, in order to meet the different needs of territories and families who do not have the financial capacity to access an adequate housing solution.

Recognising the importance of the principle of universality in access to housing, in a way that progressively approaches the recognition, already ensured, of the principle of universality of the right to education and health, does not exclude the complementary adoption of further mechanisms, capable of answering to different housing shortages, including in segments with specific needs, or in greater vulnerability, such as young persons, minorities or fragile conditions associated to single parenthood, or emergency and unexpected situations.

Supporting promotion of housing solutions under this program is also positively differentiated as it provides specific responses to the housing needs of more vulnerable groups, namely the Roma communities living in precarious settlements.

Access to the financial support foreseen in the program begins at the Local Housing Strategies (LSH), prepared at the Municipalities level, based on a diagnosis of the undignified housing situations in their jurisdiction, including precarious hubs. The Municipalities then define the strategy to be implemented and the housing solutions they consider necessary to be implemented. The implementation of the SHS is materialized by the Municipalities through the signing of "collaboration" agreements that frame the subsequent financing contracts for the implementation of the projects.

It should be noted that in this context, in 2021³ (see the 2021 report on the implementation of the ENCCI) around 127 “collabouration” agreements were signed between the IHRU (Housing and Urban Rehabilitation Institute) and several municipalities.

Resilience and Recovery Plan – Housing Component

It should also be noted that under the *Next Generation EU* programme, a strategic recovery instrument created by the European Council to mitigate the economic and social impact of the crisis caused by the pandemic in European economies, the Recovery and Resilience Mechanism was developed, with an implementation period until 2026, which was translated into measures for the implementation of reforms and investments, aligned with the EU objectives and the Country-Specific Recommendations arising therefrom. Aware of the central importance of the role of housing in the lives of citizens and the difficulties of access to decent housing for the most vulnerable populations, the national RRP includes a component focused on housing. The Housing component (C2) of the national RRP aims to respond to structural and permanent or temporary housing shortages. The Institute of Housing and Urban Rehabilitation (IHRU) is the entity responsible for the execution of investments RE-C02-i01 (Support Program for Access to Housing), RE-C02-i02 (National stock of urgent and temporary housing) and RE-C02-i05 (Public Park of affordable housing).

In particular, the investment RE-C02-i01 - Support Program for Housing Access, is based on the reinforcement of the financing granted under the 1st Right Program. The RRP foresees an investment of 1,211 million euros in this program, which will enable the response to the least, 26,000 families by 2026.

According to the ENICC Implementation Report, the Institute of Housing and Urban Rehabilitation (IHRU) reported the conclusion of 127 “collabouration” agreements between this Institute and Municipalities in 2021, valid until 2026.

At the end of the first semester of 2022, 192 Local Housing Strategies had been approved and 170 “collabouration” agreements had been signed with the Municipalities under this program.

These “collabouration” agreements have the purpose of creating housing solutions and through these, Municipalities can benefit from financing from the IHRU, which can be directed to the acquisition of land, construction of dwellings or rehabilitation.

Cooperation Protocol between the High Commission for Migrations and the Housing and Urban Rehabilitation Institute

³ <https://www.acm.gov.pt/documents/10181/52642/Relatorio-de-Execucao-da-ENICC-2021.pdf/1b340d61-e71d-4359-a129-7b67d5b56e42>

The signing of a cooperation protocol between the High Commission for Migrations and the IHRU with a view of promoting adequate access to housing for Portuguese Roma populations, migrants and their descendants, and refugees or persons seeking international protection, should also be highlighted. This protocol was signed during the Seminar "National Roma Day: Participatory Interventions and the New Housing Policies", that took place on June 24, 2021, and was attended by the Secretary of State for Integration and Migrations, the Secretary of State for Housing and the High Commissioner for Migrations.

Qualification of the housing and infrastructure of the social housing neighborhoods

The number of Roma households qualified in 2021 is estimated at 45.

It was also defined as a goal, within the scope of this measure, that efforts to mobilize Roma persons to join residents' associations should be made. As a result, a total of 45 involvement projects were carried out. The goal of these projects was to raise awareness on the importance of Roma integration in neighbourhood associations, which may translate into an active role of these persons in the community. The following programmes can be highlighted:

- **The Intercultural Municipal Mediators Programme (PMMI)** – done not only at the local level, giving assistance and establishing bridges between municipalities/public entities and Romani communities, with the aim of improving communication between both parties, but also at the level of re-housing processes and other issues specifically related to housing.

The PMMI reactivates local partnerships and mobilizes civil society associations, namely neighbourhood associations or other Non-Governmental Organizations (NGOs).

- **The training courses on "Roma History and Culture" and "Roma Communities: Approaches to Intervention"** - delivered by technicians from the High Commission for Migration for technicians and professionals from various public institutions (Institute of Housing and Urban Rehabilitation, Municipalities, Schools, Public Security Police, National Republican Guard, among others).

These training courses are an effective way of raising awareness to the reality of Roma communities, as well as providing greater and better understanding of their history and culture. It is seen as an additional tool for professionals in the various sectors that are in contact with these communities, particularly in the area of housing, to deal with pressing issues such as spatial segregation and its perverse effects. In 2021, a total of 6,321 hours of training were provided to different entities.

- **Social Integration** - In 2022, with a view to promoting the proximity of the IHRU to neighbourhoods and facilitate social integration, the Institute decided to create 8 Local Management Teams.

The four teams, which are currently being implemented, will ensure the reception of the public, especially IHRU's tenants, and will have competencies in matters of maintenance and rehabilitation works of the properties, ensuring a close relationship and a differentiated or reinforced monitoring of situations that require.

In addition, these teams will be responsible for promoting articulation between residents and local institutions, to deepen cooperation with local residents' associations and other entities that provide local public services, including public security forces, judicial, tax, notary and registry entities, local authorities, and municipal companies.

These actions are part of a set of measures that the IHRU has been developing with the intention of getting closer to its tenants and making its neighbourhoods an integral part of the communities where they are located.

In addition, regarding situations of overcrowded dwellings, the IHRU, if requested, seeks to promote the transfer of families to a dwelling of an appropriate typology for their family's size.

- **From Housing to Habitat Programme** - approved by the Resolution of the Council of Ministers No. 56/2018, of May 7, promotes cohesion and socio-territorial integration of public rental neighbourhoods with a view of overall improvement of the living conditions of its residents. It is based on pilot interventions that will be anchored on innovative solutions of integrated and participatory management of combined objectives, and coordinated actions, between the different governmental areas and entities in the targeted neighbourhoods, as well as the development of collaborative processes of decision making and building of commitments to act.

- **The Healthy Neighbourhoods Programme** - approved by the Resolution of the Council of Ministers No. 52-A/2020, of June 1, promotes the improvement of health conditions, well-being, and quality of life in vulnerable territories. One of its main objectives is the elimination of barriers or discrimination factors, contributing to a positive image of the different communities that share the local space and fighting back false or stigmatized information.

It should also be noted that the overall execution rate of the National Strategy for the Integration of Roma Communities in 2021 was 74.22%, according to the ENICC 2021 execution report⁴.

There are also measures included in the aforementioned strategy that are important in this context:

- **Funding Support for the National Strategy for the Integration of Roma Communities (FAPE)** - created in 2015, it financially supports civil society organizations in the development of projects that directly contribute to the implementation of the priorities and goals established in the ENICC and, consequently, for the integration of Roma communities.

⁴ idem

The 4th edition of FAPE, launched in 2020, provided a total amount of 260,000.00€, which allowed the approval of 15 projects in different locations around the country with financial support ranging from 5,000.00€ to 25,000.00€ per project. Of these 15 projects, 6 projects were promoted by Roma Associations and 9 projects were in formal partnership with Roma associations and/or informal groups of Roma persons.

In the 5th edition of the Program, currently underway and ending in June 2023, a total amount of 173,000 € is available, which allowed the approval of 11 projects with financial support of up to 16,500.00 €.

These projects will have a maximum duration of 18 months. 6 projects were promoted by Roma Associations and 5 projects were formally developed under a partnership agreement with Roma associations and/or informal groups of Roma persons.

- **Support Program for Roma Associations (PAAC)** - emerged from the awareness of the growing importance of actively involving Roma associations in the local and national implementation of the ENICC, directly contributing to the achievement of the priorities established by this Strategy, having as guiding purposes, among others, the encouragement of the participation of Roma communities as an exercise of citizenship, the empowerment of Roma women through women's associations, and the awareness of public institutions for intercultural mediation, as a strategy to promote more inclusive services.

In its 4th edition, launched in 2020, the PAAC supported 10 projects from 7 Roma associations through a total budget of 50,000€. This edition created a new axis of intervention related to the fight against the pandemic and social emergency support.

For the 5th edition of the PAAC, launched in 2022, a total budget of 124,000 euros was made available, allowing the approval of 11 projects from 11 Roma associations, on a total of 108,335 euros. The areas of activity of these projects are several: Mediation; Employment Support; Home Management, Theatre; Crafts; Music or Photography.

- **Roma Educa Programme** - was launched for the first time in the 2019/2020 school year, with the aim of awarding scholarships to support the attendance and remaining in secondary education directed to students from Roma communities.

In addition to monetary support, this Program provides a volunteer mentor to each scholarship holder, who is responsible for communicating and articulating with the student under his/her guidance, ensuring regular mentoring with a view to foster academic success and increasing his/her cultural and social capital.

Since its 2nd Edition (2020/2021), the Program has also expanded the access to students in the 3rd cycle of basic education. It currently enables 120 scholarships, each school year, to support the attendance and remaining in the 3rd cycle of basic education and secondary education of students from Roma communities.

The 2020/2021 edition was able to give away a total of 67,500€, embodied in 62 scholarships for Roma girls and 58 to Roma boys. The overall success rate for this edition was 96.6%.

In the 2021-2022 edition €72,900 grants were awarded in scholarships to 56 Roma girls and 65 Roma boys (46.3% girls and 53.7% boys).

- **Operational Program for the Promotion of Education (OPRE)** – has the goal of mitigating the existing barriers between the Roma communities and the regular education system, providing university scholarships, as well as a set of training measures, tutoring and monitoring of young scholarship holders and their families.

This program is open to young persons from Roma communities living in Portugal, who are enrolled in an approved higher education course and who have obtained a pass mark in most of the subjects/curriculum units of the previous year.

In the 5th Edition of OPRE (2020-2021), which had a total budget of 131,977.18€, 40 university scholarships were awarded, with a school success rate of 85%, as well as 1 Technological Specialization Course, 7 Bachelor's Degrees and 1 Master's Degree completed. In its 6th Edition (2021-2022), 37 university scholarships were awarded, and this Edition is currently underway.

- **'Programa Escolhas' (Choices Programme)** - intends to promote the social integration of children and young persons with more vulnerable socio-economic backgrounds, namely descendants of migrants and ethnic groups.

One of the strategic intervention areas of this programme is education and training, including a measure to encourage school inclusion and informal education, in addition to promoting access to training and professional qualification.

In its 7th Generation between January 2019 and December 2020, the *Choices Programme* involved, 33,874 children, young persons and their families, of which 5,389 are members of Roma communities.

In the 8th Generation, which is currently underway, has involved 33,701 children, between January 2021 and January 2023, young persons and their families. Despite this slight decrease in the universe of participants, there was an increase in the number of participants who are members of Roma communities, which registered a total of 5,754.

SOCIAL PROTECTION

In addition to the abovementioned measures and programmes and concerning the right to protection against poverty and social exclusion, it would be advantageous to recall the information already provided in the 2019 report, and underline that the right to social security for all, established in Law no. 4/2007 of January 16th, sets the general basis of the social security system and the principles of universality, equality, solidarity, social equity, positive differentiation, subsidiarity, social insertion, intergenerational

cohesion, among others. The social protection system of citizenship, inscribed in that law has the objectives of guaranteeing basic rights of citizens and equal opportunities, as well as promoting well-being and social cohesion.

Within the scope of social assessments, social support/assistance to persons and families in vulnerable situations, is provided by the technical teams of the Social Action Service of the Social Security Institute (ISS) of the Ministry of Labour Solidarity and Social Security (MTSSS) and respond to several problems and situations related to Housing, as well as identifying some of the measures to be mobilised in this context.

The following measures are not specific intended for Roma communities, but cover all citizens within the scope of social protection in situations of fragility and vulnerability, and are one of the main tools as far as combatting poverty is concerned.

Thus, to prevent homelessness or even emergency support, a set of **discretionary cash benefits** are provided. Furthermore, the technical teams of the ISS /MTSSS are always aware of situations in risk of eventual / future homelessness:

- a. They carry out the diagnosis and social evaluation of the situations;
- b. They articulate with the local network, namely with municipalities (Town Halls, City Councils and Parish Councils);
- c. They request the assignment of houses to IHRU, IP and IGFSS, IP;

Within the scope of the **Social Action System** (established by the Basic Law of Social Security) and in order to prevent and remedy situations of need and social economic inequality, dependency, dysfunction, exclusion or social vulnerability, as well as the inclusive and community promotion of persons and the development of their capacities, a variety of measures are envisaged:

- a. Cash benefits, of a contingent nature and in exceptional circumstances;
- b. Benefits in kind;
- c. Programmes to combat poverty, dysfunction, marginalisation and social exclusion;
- d. Social services and equipment;

On the other hand, access to benefits granted within the scope of the **Solidarity Subsystem** obeys the principles of social equity and positive differentiation and aims to contribute to the promotion of the social insertion of individuals and families. It's achieved through the granting of a set of benefits, namely:

- a. Social Integration Income (RSI);
- b. Social Pensions;
- c. Unemployment social subsidy;
- d. Solidarity Supplement for the older persons;

As far as the **Social Integration Income** is concerned, the support aims at protecting persons experiencing extreme poverty and may consist of:

- a. Cash benefits to ensure that their minimum needs are met;
- b. An Integration Programme in a form of a contract that includes several coherent and interlinked actions, over a period, based on the characteristics and the conditions of the claimant's household having in mind the full social integration of its members.

This contract establishes certain obligations and rights for the recipient of the SII and the household members.

It is also important to refer to the measures that mitigate the impact of the COVID-19 pandemic on the rights of Roma communities. During the period of the pandemic, the High Commission for Migrations reinforced the services and implemented a set of initiatives aimed at promoting access to relevant, updated information and available support services.

In parallel, the High Commission for Migration and the Calouste Gulbenkian Foundation (FCG) supported 42 civil society organizations, through an overall budget of €100,000, to answer to the most pressing vulnerabilities of the immigrants, refugees and Roma populations, related the COVID-19 pandemic.

Within these 42 supported Associations, 8 are Associations that work with the Roma communities, and through them it was possible to provide food, personal protective equipment, and medicine to those most in need.

Finally, within compliance with the principles of the National Plan to Fight Racism and Discrimination, a set of actions were established to develop training in order to qualify professionals in combatting racism and discrimination, and promoting ethnic and racial, cultural, linguistic and religious diversity and equality, such as special training actions on Human Rights provided to the GNR (National Guards) and PSP (Policemen) Security Forces.

The Protocol signed between National Republican Guard and the High Commission for Migration has enhanced synergies with a view to facilitate the support provided, especially to vulnerable victims, including the publication and dissemination of campaigns aimed at raising the awareness of the society in general, and with a special focus on the school communities.

The Course on Criminal Prevention, Community Policing and Human Rights (which is on its 6th edition) contributes to a better interaction and articulation, between the communities and other entities involved. It provided specific curricular units within the scope of Human Rights, multiculturalism, prohibition of discriminatory practices and peaceful resolution of conflicts.

As far as GNR is concerned, this was the case with the topics "Gypsy History and Culture" and "Gypsy Communities: Approaches to Intervention" (see Housing bullets) taught by expert technicians of the High Commission for Migrations (ACM), as well as the joint efforts between the Department of Criminal Prevention and Community Policing of the Operational Command of the GNR and the ACM, in order to define for the current year 2023, a plan of training and awareness raising actions, such as, e.g. the "Intercultural Dialogue".

Regarding the implementation of the ENICC (National Strategy for the Inclusion of Roma Communities), the Public Security Police and the High Commission for Migrations, I.P.

promoted 10 training courses on "*Roma History and Culture*", which reached 156 police officers.

2. European Group of University Women (UWE) v. Portugal (no. 136/2016).

Violation of Article 20. c (the right to equal opportunities and equal treatment in respect of employment and occupation, without discrimination on grounds of gender), decision on the merits of December 5, 2019. CM/RecChS recommendation (2021)13.

RESPONSE FROM PORTUGAL

The right to equality and non-discrimination is widely enshrined in the Constitution and in the Portuguese law and has been the object of growing densification in recent decades. In this field, Portugal has pursued ongoing progress, from the outset in equality between men and women or in terms of sexual orientation equality.

The transversality of gender equality in all the different levels and areas of governance is a political commitment and a strategy to achieve equality between women and men, girls and boys.

Aligned with Agenda 2030, the National Strategy for Equality and Non-Discrimination 2018-2030 "Portugal + Equal" (ENIND), approved in 2018 by Resolution of the Council of Ministers, started a new cycle in promoting women's rights and eliminating discrimination from a systemic and comprehensive approach of public policies in three major areas, through three action plans:

1. National plan of action for Equality between women and men (PNAIMH);
2. National plan of action for the prevention and combat of violence against women and domestic violence (PNAVMVD);
3. National plan of action to combat discrimination on grounds of sexual orientation, gender identity and sexual characteristics (PNAOIC);

In addition, for the first time, the ENIND emphasizes the multidimensional nature of disadvantage arising from the intersection of various factors of discrimination, such as gender, age, disability, or ethnic origin, through its four axes, taken as the major goals for global and structural action until 2030:

1. Gender mainstreaming and combating discrimination on grounds of sexual orientation, gender identity and gender characteristics in governance at all levels and in all areas;
2. Full and equal participation in the public and private sphere;
3. Equitable, inclusive and future-oriented scientific and technological development;
4. Elimination of all forms of violence against women and domestic violence;

National Action Plans are structured based on strategic objectives, and those of the National Action Plan for Equality between Women and Men (IMH) are listed as follows:

1. Ensure governance that integrates IMH into policies and actions at all levels of the Public Administration;

2. Ensure the conditions for the full and equal participation of women and men in the Labour market;
3. Ensure education free of gender stereotypes:
 - Integrate the IMH perspective into higher education and scientific and technological development;
 - Promote the IMH dimension in health throughout the life cycles of men and women;
 - Promote a media free from gender-based stereotypes and promoting IMH.
 - Integrate the perspective of the IMH in the fight against poverty and social exclusion;

- **The Demography, Skills and Inclusion Programme** - aims to contribute to the demographic challenge, supporting the creation of sustainable and quality jobs and providing measures for reconciling work and personal life and more active ageing. In its specific objective 4C (in the version of the public consultation) it foresees to promote a gender balanced participation in the labour market, equitable working conditions and a better work-life balance, namely through access to affordable childcare and care services for dependent persons.

- **The Green Paper on the Future of Work** - aimed at drawing guidelines for preparing the country for future Labour challenges. One of its main objectives is inclusion, equality and non-discrimination in the workplace. This goal is materialized through guidance for the implementation of measures to promote greater participation of women in the Labour market, balanced representation of women and men in economic and political decision making, equal representation of domestic and care work between women and men, women's economic empowerment, wage transparency, and elimination of violence and harassment in the workplace.

LEGISLATIVE CHANGES

Recent legislative changes that meet Portugal's goal of bridging inequalities and combating gender stereotypes in the labour market as a general principle of non-discrimination policies and measures based on gender, combating stereotypes through incentives to conciliate personal, family and professional life and to recruit the underrepresented gender in the profession, namely, with regard to:

- **Law no. 60/2018, of August 21** approves measures to promote pay equality between women and men for equal work or work of equal value. Regulates the annual availability of statistical information on pay gaps, by company (Balance Sheet) and by activity sector (Barometer).

- **The Barometer of pay differentials between women and men** - is a support tool for reflection, monitoring and promotion of equal pay for women and men for equal work or work of equal value. Statistical information on pay differentials between women and men is now available on an annual basis, namely at the sectoral level.

The 1st edition of the barometer was released in June 2019, the 2nd edition on March 6, 2020, the 3rd edition on June 30, 2021 and the **4th edition on June 26, 2022** and includes both adjusted and unadjusted wage gap.

According to the **4th edition of the 2022 Barometer**, the unadjusted gender pay gap (GPG) in Portugal was 13.3 % at baseline, to the disadvantage of women. This gap has been decreasing, as it was 17.9 % in 2010. The adjusted wage gap (considers and aggregates considering factors such as profession, qualification, seniority, etc.) was 9.6% at the base and 12.1% at the gain.

The **Balance of Pay Gap between Women and Men** came into effect in February 2019, creating mechanisms to give effect to the principle of equal pay for equal work or work of equal value and to prohibit pay discrimination based on gender.

Fortunately, with the publishing of Law no. 60/2018, companies (regardless of their size) are now required to ensure a transparent remuneration policy, based on the evaluation of the job functions' components, and based on objective criteria, common to women and men. It has established the presumption of pay discrimination in cases where the worker claims to be discriminated against and the employer does not present a transparent remuneration policy to demonstrate that the alleged differences are based on objective criteria.

In addition, the Authority for Working Conditions may now notify large companies, whose respective balance sheets show pay gaps, to submit a plan to evaluate pay gaps by gender based on the evaluation of job function components.

On November 21, 2022, the ACT began a national inspection action to verify compliance with legal rules on equality and non-discrimination at work, one of the priority areas of intervention of this entity. This inspection action focuses on the following objectives:

- a. Fighting gender discrimination;
- b. Promote equality and non-discrimination in pay;
- c. Protect the exercise of parental rights;
- d. Combat harassment and other discriminatory phenomena especially in vulnerable groups of workers;
- e. Disseminate information regarding compliance with Law no. 60/2018, which approves measures to promote pay equality between women and men;

Employees or union representatives may now ask the CITE to issue a binding opinion on pay discrimination on the grounds of gender for equal work or work of equal value.

• **Portuguese standard | Management system for equal pay for women and men**, in preparation under the Equality Platform and Standard project, financed by the European Economic Area Financial Mechanism EEA Grants and in compliance with international and European rules. For its preparation, the Technical Committee for Standardization CT 216 - Technical Committee for Equal Pay for Women and Men was

5 http://www.gep.mtsss.gov.pt/documents/10182/86981/Barometro_2022.pdf/15ed8476-7a77-4e76-bbc2-153ee8c489cd

formed, consisting of representatives of social partners, public administration, academia and certification bodies, as well as individual experts.

This Standard will be a reference for the implementation of a management system for equal pay for women and men, contributing to the elimination of discrimination and the promotion of equal pay for women and men in the context of salaried work.

- **Law No. 62/2017, of August 1**, established the system of balanced representation between women and men in the management and supervisory bodies of entities in the public business sector and listed companies. This law is a positive action measure in terms of equality in relation to the underrepresented gender.

It established a regime of balanced representation between women and men in the management and supervisory bodies of state owned businesses and companies with public ownership (with shares that trade on a public market).

Thus, in state owned companies, at least 33.3% of the management positions and supervisory boards must be held by women⁶. For publicly listed companies⁷, the quota is 20% as of the first elective general meeting after January 1, 2018, and 33.3% as of the first elective general meeting after January 1, 2020.

If the established gender balance in management and supervisory bodies is not met, the law forecasts sanctions.

It also establishes that state owned entities and publicly listed companies must draw up annual Equality Plans and publish them on their websites. These plans must be sent to the Commission for Citizenship and Gender Equality (CIG) and the Commission for Equality in Labour and Employment (CITE), who may issue recommendations and publish them on their respective websites. The purpose of these Equality Plans is to achieve effective equal treatment and opportunities for women and men, combat and prevent gender based discrimination and encourage work-life balance.

Nevertheless, according to the normative order no. 18/2019, of June 21 – that regulates Law no. 62/2017 – the development of Equality Plans should follow the guidelines entrenched in the “Guidance for the Development of Equality Plans” document, covering the following areas:

- a. Equal access to employment;
- b. Equal working conditions;

6 <https://dre.pt/dre/detalhe/lei/62-2017-107791612>Setor público empresarial

1 - A proporção de pessoas de cada sexo designadas para cada órgão de administração e de fiscalização de cada empresa não pode ser inferior a 33,3 %, a partir de 1 de janeiro de 2018.

2 - Se os órgãos de administração integrarem administradores executivos e não executivos, o limiar deve ser cumprido relativamente a ambos

7 Neste caso:

1 - A proporção de pessoas de cada sexo designadas de novo para cada órgão de administração e de fiscalização de cada empresa não pode ser inferior a 20 %, a partir da primeira assembleia geral eletiva após 1 de janeiro de 2018, e a 33,3 %, a partir da primeira assembleia geral eletiva após 1 de janeiro de 2020.

- c. Equal pay;
- d. Parental protection;
- e. Work-life balance;

To support companies in drawing up their Equality Plans, the Guide provides:

- a. Diagnostic support matrix;
- b. Matrix to support the monitoring of the equality plan;
- c. Matrix for verifying the implementation of the equality plan and compliance with CITE's recommendations;

Equality plans must also include a section on monitoring their implementation.

Between 2019 and November 2022, ISCED received 461 Equality Plans and issued 211 recommendations.

Table 1 - Equality Plans

Year	No. de Equality Plans				No. of Recommendations
	Total	State Owned Business Sector	Local Business Sector	Listed Companies	
2020	61	14	20	27	37
2021	144	68	45	31	108
2022	145	49	65	31	66
2023	111	34	49	28	n/d*
Total	461	165	179	117	211

Source: CITE

NOTE: *The equality plans for the year 2023, received by November 15, 2022, are under technical analysis until February 2023, and it is not yet possible to have information about the recommendations to these equality plans.

- **Compromise Sustainable Employment Measure** - is an exceptional and transitory measure that consists in granting financial support to the employer for the hiring of unemployed persons registered with the Public Employment Service (IEFP), combined with financial support for the payment of social security contributions, in the first year of the supported employment contracts. The amount of support for hiring is 12 times the value of the IAS (443.20€ in 2022)⁸ which can be increased by 30%, under the Promotion of Gender Equality in the Labour Market measure, when the unemployed belongs to the gender that is least represented in a given profession (Administrative Rule no. 38/2022, of January 17⁹, amended by Administrative Rule no. 106/2022¹⁰, of March 3).
- **ATIVAR.PT Programme** - the Support Program for Employment and Professional Training was created (Law n.º 26/2022, from January 10th), which consists in supporting the creation and development of new business projects by young persons looking for

⁸ <https://dre.pt/dre/detalhe/portaria/294-2021-175780035>

⁹ <https://data.dre.pt/eli/port/38/2022/p/cons/19000102/pt/html>

¹⁰ <https://data.dre.pt/eli/port/106/2022/03/03/p/dre/pt/html>

their first job and unemployed persons registered in the PES (IEFP). In the case of projects promoted by beneficiaries of the under-represented gender in a given sector of economic activity, the financial support granted is increased by 30%. Regarding support for self-employment, the financial support granted to these projects is also increased by 30% in the case of hiring a person of the under-represented gender in a given profession.

- **UPskill Programme¹¹** - Through intensive and specialized training, it promotes the integration of women in careers in ICT areas, with the aim of reaching at least 30% of women in this career, and an appeal has been made on the Portal, at: <https://upskill.pt/candidatos/candidaturas> for all women who want to start a new career in the ICT area to join. During the selection process, it is also foreseen that in case of a tie, women will be given preference;

- **Free allocation of 3,000 licenses for online courses in the IT area** - through the agreement signed by IEFP with Google and APDC - Portuguese Association for the Development of Communications. The rules for its attribution define that 50% of the vacancies are destined to women and also that 50% of these vacancies must be occupied by persons living outside the districts of Lisbon and Porto, fostering gender equality and the development of skills outside the large urban centres.

Youth¹² and Adult STEAM¹³ (Science, Technology, Engineering, Arts and Mathematics) “*Impulso*” Measure. a measure with an implementation model in which entities benefit from pursuing goals in this area to combat professional segregation, particularly by promoting the attraction of girls and women to the fields of engineering and technology.

- **“Empreende XXI” Programme (Portaria nº 26/2022, de 10 de Janeiro¹⁴)** - provides that in the case of projects promoted by beneficiaries of the under-represented sex in a specific sector of economic activity, the financial support granted is increased by 30%. As regards to support for self-employment, the financial support granted to these projects is also increased by 30% in the case of employment of a person of the under-represented sex in a specific profession.

- **Measure to promote gender equality in the labour market** - This measure, implemented by the Public Employment Service, provides financial support to employers when hiring unemployed persons of the under-represented gender in a given profession, i.e. when the 33.3% representation cap of one of the genders in that profession is not met.

The main goal of this measure is to promote the free choice of a profession without any gender restrictions and to encourage employers to actively participate in achieving a better gender balance in their working environments. There has been an increase in

¹¹<https://data.dre.pt/eli/resolconsmin/188/2021/12/30/p/dre/pt/html>

¹²<https://data.dre.pt/eli/resolconsmin/59/2021/05/14/p/dre/pt/html>

¹³ <https://data.dre.pt/eli/resolconsmin/188/2021/12/30/p/dre/pt/html>

¹⁴ Despacho n.º 6577/2021: Determina a constituição do painel de alto nível de seleção e acompanhamento dos programas «Impulso Jovens STEAM» e «Impulso Adultos».

¹⁴ <https://data.dre.pt/eli/port/26/2022/01/10/p/dre/pt/html>

persons of the underrepresented gender in the profession integrated under this measure, with 2940 persons integrated in 2020 and 1489 persons in 2019. Of these unemployed persons, women represented 47% and 40% of the total, respectively, in 2020 and 2019.

Table 2 - Number of Measures for the Promotion of Gender Equality

Policy for the Promotion of Gender Equality 2019 a 2021								
2019			2020			2021		
M	H	Total	M	H	Total	M	H	Total
591	898	1489	1360	1580	2940	1254	1759	2993

Source: IEFP, IP

Note: data on gender equality promotion only started to be stored as of 2019, not possible to ascertain with an earlier date). Data for 2022 not yet available.

- **Telework Regime** - altered by Law no. 83/2021, of December 615, which extended the right to telework to workers with children up to 8 years of age. It also established the right to telework for up to 4 consecutive or interspersed years for workers with the status of informal non-main caregiver.
- **Law No. 73/2017, of August 16**, reinforced the legislative framework for the prevention of harassment at work, both in the private sector and in the Public Administration, expressly stipulating the right to compensation, the obligation to adopt Codes of good conduct, as well as rules concerning the initiation of disciplinary proceedings and unfair dismissal/sanction.
- **Measures to combat discrimination against women in the workplace on the basis of pregnancy or maternity leave** - including dismissals of pregnant workers, workers who have recently given birth and workers who are breastfeeding, and non-renewal of fixed-term employment contracts.

The **Labour Code** provides in the parenting section, **article 63**, under the heading Protection in case of dismissal, that:

“1 - The dismissal of a pregnant worker, a worker who has recently given birth or who is breastfeeding or a worker on parental leave requires the prior opinion of the competent entity in the area of equal opportunities between men and women.”

It is therefore CITE's responsibility to issue a prior opinion regarding the above. This is a preventive competence and not a reactive one.

Although pregnant workers, workers who have recently given birth or are breastfeeding and workers on parental leave enjoy special legal protection, their dismissal is not prohibited by law.

15 <https://data.dre.pt/eli/lei/83/2021/12/06/p/dre/pt/html>

However, according to national legislation, the intention to dismiss these workers must be communicated in advance to the Commission for Equality in Labour and Employment (CITE), to check for evidence of discrimination and to issue a legal opinion prior to dismissal.

If the legal opinion of CITE is unfavourable to the dismissal, the employer can only do so after a court decision accepting their request as legitimate.

Dismissal attributable to a pregnant, breastfeeding worker, or a worker on parental leave, for the sole reason of those circumstances, is always presumed as not just cause for dismissal. The vast majority of these legal opinions issued by CITE refer to cases involving women. In more than half of all cases, the CITE opposed the dismissal, considering that the dismissal to take place would be discriminatory on the grounds of gender.

Between 2019 and 2021, of the total number of opinions issued by CITE, most are associated with the type of dismissal of pregnant workers and workers who have recently given birth or are breastfeeding (16.1%).

In 2019, 2020, 2021 and 2022 (up to 30-11-2022), the total number of opinions subject to deliberation was 81, 114, 61 and 60, respectively.

Between 2019 and 2022, only in 2020 did the number of legal opinions before dismissal increase (114), which can be explained by the economic situation resulting from the COVID-19 pandemic, which had a particular impact on workers who are more exposed to job insecurity, such as women, who are even more vulnerable when they have family responsibilities.

Table 3 - Evolution of the no. of opinions concerning dismissals (2018-2022)

	2018	2019	2020	2021	2022*
Total Opinions	718	740	708	693	866
	32,5%	10,9%	16,1%	8,8%	7,9
Indicators					
Women	97	101	132	65	63
Men	5	3	14	9	5
Total	102	104	146	74	68
Private Legal Persons	79	81	113	59	59
Public Entities	1	0	1	2	1
Total	80	81	114	61	60
Majority	22	34	76	41	45
Unanimity	58	47	38	20	15
Total	80	81	114	61	60
Favor of Denial	42	35	69	24	22

Unfavourable to denial	38	46	45	237	38
Total	80	81	114	61	60

Source: CITE (*) up to 30-11-2022

Note: Opinions concerning collective dismissals may include more than one worker, so consequently the number of opinions issued is lower than the number of people involved.

With regard to fixed-term employment contracts, article 144, no. 3 of the Labour Code stipulates that the reason for non-renewal of a fixed-term contract for an employee who is pregnant, has recently given birth or is breastfeeding or an employee on parental leave must be communicated to the CITE within a maximum of five working days.

The employer's failure to inform the CITE of the non-renewal of a fixed-term employment contract with pregnant workers and workers who have recently given birth or are breastfeeding, and workers on parental leave, constitutes a serious administrative infraction.

In 2019 maternity and paternity rights were reinforced through Law no. 90/2019, which strengthens protection in parenthood by amending the Labour Code, approved by Law no. 7/2009, of February 12. This legislative amendment reinforced the protection mechanism by establishing that the employer must also communicate, within five working days from the date of termination, to the entity with competence in the area of equal opportunities between men and women at work, the Commission for Equality in Labour and Employment (CITE), the termination of the employment contract during the trial period whenever a pregnant worker, a worker who has recently given birth or is breastfeeding or a worker on parental leave is involved.

In the period from 2019 to 2022, the number of notifications of non-renewal of fixed-term employment contracts concluded with pregnant and breastfeeding women and with workers on parental leave sent by employers recorded the highest number in 2020 (with 2,107 notifications), representing 348 more communications than in 2019. In 2021, CITE received 1238 notifications of non-renewal of fixed-term employment contracts, representing a decrease of 869 communications compared to 2020.

Table 4 - Evolution of the number of communications of non-renewal of fixed-term employment contracts (2018-2022)

Year	Communications of non-renewal of fixed-term employment contracts	Recovered job places
2018	1500	s/d
2019	1759	s/d
2020	2107	s/d
2021	1238	8
2022 *	1265	56

It should be noted that more than 90% of the legal opinions issued, as well as the complaints received by CITE, concern women.

Training/capacity building for professionals in the Labour area

Recognizing the need to strengthen and empower strategic target audiences, with qualified intervention in the labour market, CITE carries out intensive training work with trade unions and workers' representatives, public administration technicians, technicians in the areas of inspection, human resources, and education.

- **“Labouratories for Equality between Women and Men in the Labour Market”** - aimed at promoting the dimension of equality and non-discrimination between men and women at work and in employment, combating segregation in professions and eliminating Labour discrimination, as well as building capacity for the operationalization of policies and organizational practices regarding equality in work and in employment, providing knowledge and tools that promote the development of skills in each organization or company.

This training is organized into four thematic sessions:

1. Situation of women and men in the Labour market;
2. Conceptual framework of equality;
3. Instruments and intervention strategies for equality;
4. 4Plans for equality and tools for conciliation between professional, family and personal life;

This training contributes to breaking gender stereotypes and to developing new personal and professional skills in the field of equality and non-discrimination between women and men, so that the trainees, in their respective organizations, become facilitators of an organizational culture that incorporates gender equality in its policies, procedures and practices.

Between 2017 and 2022, 249 training sessions were developed, for a total of 787 hours, in different regions of the country, involving 1030 participants (166 men and 864 women).

The equality labs focused on the following themes:

1. Gender equality asymmetries in the Labour market;
2. Reconciliation of Work and Family Life;
3. Parental Protection;
4. Equal Pay;
5. Harassment at Work;
6. Plan for equality;

Of the 249 sessions, 23 training sessions were dedicated to **harassment at work, and the rest were on Asymmetries** of gender equality in the Labour market, Conciliation between work and family life, Parental Protection, and Equal pay, with a total of 787

hours.

It is also worth mentioning that within the framework of the "Labouratories for Equality and Non-Discrimination between Women and Men in the Workplace", co-financed by the POISE Programme (2020 - May 2022), 209 training sessions were held in the Alentejo Region, the Centre Region, and the North Region, with a duration of 638 hours.

Table 5 - Figures on Equality and non-discrimination between women and men in the workplace

Y e a r s	No. Of Labouratories Programme Editions		No. Of Participants		
	Editions	Themes: Gender equality asymmetries in the Labour market, VPFP Conciliation, Parental Protection, Equal Pay, Harassment at Work, and Plan for Equality.	Men	Women	Total
2017	1st Edition	1 Session = 2 Hours	3	39	42
	2nd Edition	1 Session = 2 Hours	2	26	28
	3rd Edition	1 Session = 2 Hours	1	22	23
2018	4th Edition	1 Session = 2 Hours	1	32	33
	5th Edition	1 Session = 2 Hours	-	22	22
	6th Edition	1 Session = 2 Hours	2	30	32
	7th Edition	1 Session = 2 Hours	3	22	25
	8th Edition	1 Session = 2 Hours	5	23	28
	9th Edition	1 Session = 2 Hours	7	22	29
	10th Edition	1 Session = 2 Hours	2	28	30
	11th Edition	1 Session = 2 Hours	4	26	30
2019	12th Edition	1 Session = 2 Hours	7	35	42
	13th Edition	1 Session = 2 Hours	8	15	23
2020	14th Edition	1 Session = 2 Hours	5	37	42
	15th Edition	1 Session = 2 Hours	7	37	44
	16th Edition	1 Session = 2 Hours	67	183	250
2021	17th Edition	1 Session = 2 Hours	-	20	20
	Specific training with employers on harassment at work	23 Sessions = 57 Hours	25	86	111
	POISE training programme				
	1st Edition – Centre Region	19 Sessions 58 Hours	1	15	16

2022	1st Edition – North Region	19 Sessions 58 Hours	2	14	16
	1st Edition – Alentejo Region	19 Sessions 58 Hours	2	14	16
	2nd Edition – Centre Region	19 Sessions 58 Hours	1	15	16
	3rd Edition – Centre Region	19 Sessions 58 Hours	2	14	16
	2nd Edition – North Region	19 Sessions 58 Hours	3	13	16
	2nd Edition – Alentejo Region	19 Sessions 58 Hours	3	15	16
	3rd Edition – North Region	19 Sessions 58 Hours	2	14	16
	4th Edition – Centre Region	19 Sessions 58 Hours	1	15	16
	5th Edition – Centre Region	19 Sessions 58 Hours	0	16	16
	4th Edition – North Region	19 Sessions 58 Hours	2	14	16
TOTAL		249 Sessions = 787 Hours	166	864	1030

Fonte: CITE 2022.

Years	No. of Training Webinars		No. Of Participants		
	Webinars	Themes: Gender equality asymmetries in the Labour market, VFPF Conciliation, Parental Protection, Equal Pay, Harassment at Work, and Plan for Equality.	Men	Women	Total
2021	1st Webinar	Gender equality in Portugal: some numbers..., ministered by CITE and CIG	5	15	25
	2nd e 3rd Webinars	Harassment in Remote Working" at ANACOM and ministered by CITE	37	27	64
	4th Webinar	ELabourate Plan for Equality" at the Lab Nac de Eng. Civil, ministered by CITE	4	8	12
	5th Webinar	Parental Protection and Good Conciliation Practices in the Autonomous Region of Madeira-EAPN, ministered by CITE	1	46	47
	6th Webinar	Harassment at Work, at CMLoures, ministered by CITE	3	8	11
	7th Webinar	Parentality Protection and Good Conciliation Practices" at the Red Cross of Santo Tirso, ministered by CITE	0	10	10
	8th Webinar	1st ACM Annual Equality Plan, ministered by CITE	2	12	14
	9th Webinar	Plan for Equality of the Polytechnic Institute of Leiria, ministered by CITE	6	19	25

	10th Webinar	Good Conciliation Practices in Municipalities - Municipalities Network for Equality Project, promoted by the Association Questões pela Igualdade, ministered by CITE	21	99	120
	11th and 12th Webinars	Equality and Non-Discrimination between Women and Men in the JurisAPP Network, ministered by CITE	11	35	46
	13th Webinar	As Boas Práticas na Conciliação entre a Vida Profissional, Familiar e Pessoal, na CMMontijo, ministrado pela a CITE	4	8	12
	14th Webinar	Conciliation between Professional, Family and Personal Life, at Instituto Superior Técnico, ministered by CITE	6	16	22
	15th Webinar	Professions have no gender: how to build equality, at Novabase-Neotalents, ministered by CITE	12	23	35
	16th Webinar	Equality and non-Discrimination between Women and Men in the labor market, at EPAL, ministered and CITE	8	26	34
2022	17th Webinar	The protection of parenthood and conciliation between professional, family and personal life", at EAPN Portugal/European Anti-Poverty Network - Local Immigrant Council, ministered by CITE	8	4	12
	18th Webinar	Good Practices of Conciliation between Professional, Family and Personal Life, at Instituto Superior Técnico, ministered by CITE	3	17	20
	19th Webinar	Equality in Work and Employment - INA Course - II Human Rights, Diversity and Equality, at INA, ministered by CITE	8	29	37
	20th Webinar	Equality and non-discrimination between women and men in the Labour market", at Casa da Moeda-INCM, ministered by CITE	3	17	20
	21th Webinar	Equality and non-discrimination between women and men in the Labour market", at EPAL, ministered by CITE	8	26	34
	22th Webinar	Parentality Protection and Conciliation between Professional, Family and Personal Life, at the General Secretariat of PCM, ministered by CITE	1	19	20
	23th Webinar	Conciliation between Professional, Family and Personal Life, at Instituto Superior Técnico, ministered by CITE	3	22	25

24th Webinar	Work-Life Balance, at Instituto Politécnico de Tomar, ministered by CITE	5	25	30
25th Webinar	Harassment at Work, at the Psychiatric Hospital of Lisbon, ministered by CITE	1	19	20
26th and 27th Webinars	Equality and Non-Discrimination between Women and Men and ELabouration of the Plan for Equality, at the company Parvalorem, ministered by CITE	11	9	20
28th and 29th Webinars	Harassment at Work, promoted by CMLoures, ministered by CITE	16	29	45
30th Webinar	Social responsibility with a perspective of gender equality, promoted by Instituto Superior Técnico, taught by CITE	2	18	20
31st Webinar	Equality in Work and Employment - INA Course - II Human Rights, Diversity and Equality, ministered by CITE	10	30	40
32nd Webinar	The eLabouration of the Plan for Equality, at Instituto Superior Técnico, ministered by CITE	1	24	25
33rd Webinar	Harassment at Work at the Instituto Superior Educação de Lisboa, ministered by CITE	19	26	45
34th Webinar	Conciliation between Professional, Family and Personal Life, at Póvoa de Lanhoso's Town Hall, ministered by CITE	13	27	40
35th Webinar	Management System for Conciliation between Professional, Family and Personal Life, application of self-diagnosis on conciliation needs, SGMTSSS-Net for All of MTSSS, ministered by CITE	5	39	44
36th Webinar	Good Conciliation Practices in Local Authorities - Local Authority Network for Equality Project", promoted by the Association Questões pela Igualdade, ministered by CITE	21	99	120
37th Webinar	Plans for Equality promoted by the Portuguese Association for Diversity Charter, ministered by CITE	5	31	36
38th Webinar	The Portuguese Standard for Conciliation between Professional, Family and Personal Life, promoted by CT179 APEE, ministered by CITE	11	19	30
39th Webinar	Equality and non-discrimination in the labour market, promoted by Merck, ministered by CITE	12	23	35
40th Webinar	Conciliation between Professional, Family and Personal Life, promoted	10	35	45

		by Associação Questões Igualdade, ministered by CITE			
	41st Webinar	Legal aspects of pregnancy and parenthood", promoted by Ajuda de Mãe, ministered by CITE	0	25	25
Total of Training Webinars: 41			296	969	1265

Source: CITE 2022

Training Courses and Workshops to Combat Gender Discrimination

- **Course on Gender Equality and non-discrimination in the Labour market (2019-2021)"** - promoted by CITE, Instituto do Emprego e da Formação Profissional (IEFP) and Fundação para a Ciência e a Tecnologia, in an e-learning system, with asynchronous self-study sessions, based on CITE's training guidelines, in the scope of the Equality Laboratories, for dissemination to employers, workers, social partners, students, academia and civil society.

In this course, 10 editions of online training were held, with a duration of 30 hours, having covered 23,427 people (6,401 men + 17,026 women), in the sessions on: "The asymmetries of gender equality in the Labour market; parental protection, equal pay, harassment at work, and Conciliation between professional, family, and personal life;

- **Training for professionals attending, recruiting and selecting from the Employment Services** - in the scope of the intervention of the Public Employment Service (IEFP, IP) in ENIND and integrated in Measure 2.1.1 in objective 2 "Ensure the conditions for full and equal participation of women and men in the Labour market and in professional activity", in 2020, 9 training actions were developed for professionals attending, recruiting and selecting from the Employment Centres, in which 116 IEFP employees participated, being 97 women and 19 men.

- **"Gender Equality in the Workplace"** - made available in the "NAU Platform", the e-learning training course, in which 865 workers participated, 671 women and 194 men. In the scope of Diversity and Inclusion, the IEFP, IP organized 35 training courses in which 415 employees participated, of which 331 were women and 84 men. IN 2022, 7 training sessions on Diversity and Inclusion were given, with 84 participants (74 women e 10 men).

Measures to Combat Gender Stereotyping in the justice system, health care, education, and other areas

- **Project IGUAL PRO: Gender-Free Professions** - Despite the progress made in recent years, educational and vocational training processes are still deeply marked by gender stereotypes, which have a profound impact on professional choices and opportunities for entry into the labour market, career progression, and, consequently, on women's economic autonomy and sustainability.

It contributes to the development of tools to combat gender inequalities applied to the educational and vocational system and will contribute to the goal of involving boys in gender equality education by involving at least 50% of young persons of each gender, or 50/50 parity in vocational schools in the country.

Professions have no gender, is an action-research project with the main objective of combating gender segregation in the educational and vocational choices of girls and boys and the consequent segregation of professional choices, through the deconstruction of gender stereotypes associated with different study areas and their professions, with special focus on training areas where there is an effective segregation between girls and boys.

This project is part of the fulfilment of the strategic objective of ensuring the conditions for full and equal participation of women and men in the Labour market and in professional activity, focusing on the specific objective that is to combat gender segregation in professions, provided in the National Strategy for Equality and Non-Discrimination (ENIND) 2018-2030 - "*Portugal + Equal*", in which the elimination of stereotypes is assumed as a central concern, in the Action Plan for Equality between Women and Men.

Within the scope of the project, activities were developed with the participation of national partners, namely the Centre for Social Studies at Coimbra University, the Institute for Employment and Vocational Training, the Association for Family Planning (APF), the Vocational Training Centre for Commerce and Related (CECOA), the Vocational Training Centre for Electronic Industry, the Energy, Telecommunications and Information Systems (CINEL), the *MODATEX* (Centre for Professional Training on textile Industry, Clothes Confection and Wool), the Technical Education Institute, the Centre for Professional Training in Metallurgical and Metalomechanical Industry and the donor country Odal Naeringsshage Utvikking, AS. – Norway.

The following results are intended:

- a. Have updated information about the presence of gender stereotypes in profession choices, with a questionnaire to a sample corresponding to 5% of young persons attending the Vocational Training Centres;
- b. Identify possible ways to then combat the segregation and persistence of gender stereotypes associated with some professions;
- c. Train 120 young persons in professional training centres;
- d. Prepare 60 professionals (trainers, technicians) who work in the field of vocational training in the national context;
- e. Employ Information/training workshops for young girls on Project Engineering, for a day;
- f. Awareness and deconstruction of gender stereotypes associated with different study areas and respective professions, to combat gender segregation in the educational and vocational choices of young persons and the consequent segregation of professional choices;
- g. Make a scientific study and a Policy Brief on stereotypes associated with professional choices among young people attending IEPF Professional Courses and

Professional Training Centers (with a protocol established with the IEPF) with the aim of promoting the deconstruction of stereotypes associated with professions where greater segregation by gender is confirmed;

- h. Create a formative *Toolkit* based on the study and the methodology to be developed within the scope of the project;
- i. Make a national awareness campaign aimed at young men and women in their choice of professions and at vocational training professionals to combat stereotypes and the public. This campaign will be carried out following the result of this scientific study based on the diagnosis made and according to the possible ways pointed out to combat segregation and persistence of gender stereotypes associated with some professions. For this campaign, there will be the creation of pedagogical materials, interactive videos promoting equality between girls and boys regarding educational and professional choices.

- **Education for Gender Equality** - aims to encourage students to learn about the concept of gender equality. It also seeks to promote women and girls' rights and gender equality on several levels – political, economic, social, and cultural – contributing to the elimination of stereotypes.

Guidelines were also developed depending on the level of education – pre-school, 1st cycle, 2nd cycle, and 3rd cycle – that act as support tools for education professionals from all curricular areas, school and non-schooling subjects, and all types and/or modalities of education.

The purpose of these guidelines is to integrate a gender perspective in formal educational practices and in the organizational dynamics of educational institutions, with a view to gradually eliminate the social gender stereotypes that predefine what a boy and a girl are supposed to be and do.