

**III NATIONAL PLAN FOR EQUALITY –  
CITIZENSHIP AND GENDER  
(2007-2010)**

**EXECUTIVE SUMMARY**

The III National Action Plan for Equality – Citizenship and Gender (2007-2010) is subdivided into 4 chapters (Framework, Strategic Areas of Intervention, Implementation Mechanisms and Indicators), as it defines 5 Strategic Intervention Areas to be implemented

as 32 objectives and 155 measures, to which are linked the respective result and process indicators as well as the entities responsible for their execution.

Throughout the first chapter, a framework is provided, concerning the history and reality of Equality between Men and Women, the legal, national and international instruments which link Portugal to the promotion of Gender Equality; and additionally, an introduction to each one of the five Strategic Areas of Intervention.

Chapter II sets forth the 5 Strategic Intervention Areas: the first area – *The Gender Perspective in all Policy Domains as a requirement for Good Governance*; the second area – *The Gender Perspective in the Principal Domains of Policy*; the third area - *Citizenship and Gender*; the fourth area- *Gender-Based Violence*; the fifth area- *The Gender Perspective in the European Union, in the International Action Plan and in Development Cooperation*.

The first area – *The Gender Perspective in all Policy Domains as a requirement for Good Governance*, contemplates 1 objective and 1 measure oriented towards the implementation of a Gender Equality Observatory, as well as 5 objectives and 21 measures related with the Public Authorities and the Central and Local Administration.

The second area – *The Gender Perspective in the Principal Domains of Policy*, identifies 8 major policy domains to be carried out in a total of 16 objectives and 76 measures: Education, Research and Training (4 objectives, 13 measures); Financial Independence (3 objectives, 19 measures); Reconciling professional, family and personal lives (2 objectives, 9 measures); Inclusion and Social Development (2 objectives, 10 measures); Health (2 objectives, 7 measures); Land-Use and the Environment (1 objective, 3 measures); Physical Activity and Sport (1 objective, 9 measures); Culture (1 objective, 6 measures).

The third area – *Citizenship and Gender* contemplates 6 objectives and 28 measures divided into three subsections: Stereotypes (3 objectives, 13 measures); Education for Citizens (2 objectives, 9 measures); and Support provided to Non-Governmental Organisations (1 Objective, 6 measures).

The fourth area – *Gender-Based Violence*, pertains to the III National Plan against Domestic Violence (III PNCVD) to be implemented by means of 7 measures and 1 objective.

The fifth area– *The Gender Perspective in the European Union, in the International Action Plan and in Development Cooperation*, analyses 22 measures and 3 objectives, divided into 3 subsections: The European Union(1 objective, 6 measures); The International Action Plan (1 objective, 6 measures); and Development Cooperation (1 objective, 10 measures).

Chapter III identifies the resources as well as the follow-up and evaluation methodologies which constitute the Plan’s principal monitoring mechanisms.

In chapter IV, all measures are set forth, and relative to each one of these, the performance and result indicators, the entities involved and an implementation timetable.

The Plan includes an Annexe, which provides a glossary outlining all acronyms mentioned, as well as a list of some of the international instruments of reference used in the Gender Equality domain, in accordance with International Organisations and organised in chronological order from 2000 to the present day.

## **I. Framework**

Equality between Women and Men is a principle of the Portuguese Republic’s Constitution and one of the Portuguese Government’s fundamental tasks, since the Government should guarantee the right to Equality and equally assume its promotion. In this manner, this is the unequivocal responsibility of all public authorities; most particularly, Central and Local Administration, and as a consequence, all those who ensure public service.

The subaltern status of Women, present in many spheres of society, continues to impede Equality, which is consecrated in the law, from having the necessary practical reflexes.

Recent, statistical data demonstrate the persistence of a weak, feminine representation in the decision-making process, as well as the intensification of evidence pointing to abuse against women, their greater vulnerability to poverty and social exclusion, job instability, as

well as the unequal application and distribution of family and domestic responsibilities. This diagnosis reinforces the need for structured intervention in several areas, while equally serving as a “background” for the elaboration of this Plan.

In effect, if the participation of boys and girls is egalitarian throughout the different primary and secondary education levels, except in institutions of higher learning where women constitute the majority (65,9% of graduates in 2004); and additionally, if Portuguese women represent one of the highest activity rates within the European Union (68,1% for women aged between 15 and 64, in 2005), then in direct contrast, there continues to exist strong horizontal and vertical segregation of the job market with repercussions on salary differentiation, estimated to be around 20%. With respect to family life, the unfair distribution of family and domestic responsibilities may be translated into a three hour difference that Women spend in relation to men on family and domestic tasks. Another indicator of power inequality in family relations may be expressed by the number of domestic violence occurrences registered by diverse security forces (20 595 in 2006), of which approximately 85% are related to marital violence.

Also, gender stereotypes continue to be a determining factor in the build up of inequalities between women and men, influencing all spheres of social, political, economical and cultural life, determining our values, language, expectations, behaviours and options. In this manner, it is pressing to develop a concentrated effort in order to fight against gender stereotypes in all areas; most particularly, in education, training, health, the job market, sport, culture, the media and in all domains of public and political life, which although regarded as the framework for an active and responsible citizenship, their representative impact is still minor, as may be evidently demonstrated by the number of women deputies elected to the National Assembly of the Republic, where women only represent 21,3% of the total number of deputies and women mayors, a mere 6,2%.

On the other hand, multiple, discriminatory situations require particular attention due to unequal opportunity occurrences and discriminatory practices which women are

cumulatively faced with in response to their race, their country of origin, religion, disability, age or sexual orientation.

The III National Action Plan for Equality corresponds to the national policy's consolidation phase, within the domain of Gender Equality. Effectively, the policies of Equality between Men and Women have become increasingly fundamental in the full experience of Citizenship which integrates Human Rights and contributes to a deeper understanding of democracy.

The present Plan fits in with the commitments assumed by Portugal in response to several international requests, among which the following may be noted: The Charter of the United Nations, the Universal Declaration of Human Rights, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol (UNO, 1999); the Additional Protocol to the United Nations Convention against Transversal Organised Crime to Prevent, Suppress and Punish the Trafficking of Persons, Especially Women and Children; the European Convention on Human Rights (The European Council) and respective Protocols; the European Social Charter, revised in 1996 (The European Council); the communitarian directives relative to this particular theme, as well as the United Nations Millennium Development Goals (MDG). Also, the Plan honours the commitments resulting from the Beijing Declaration and Platform for Action, namely, its principles; and most particularly, a central focus on the policy on Gender Equality in government structures and their transversal passage into all other policies.

Moreover, the present Plan is part of a set of strategic guides and instruments which establish standards and norms with which the Member States should govern. Within the sphere of the European Union, the following are to be noted: the Lisbon Strategy (2000), the Roadmap for Equality between Women and Men (2006-2010), the European Pact for Gender Equality (2006), and as a final reference, Recommendations and Resolutions adapted by the various organs of different, international organisations to which Portugal belongs.

Lastly, the Plan subscribes to commitments assumed at a national level in matters of Gender Equality, namely regarding the Programme of the XVII Constitutional Government and the Major Planning Options for 2005 – 2009.

On the road travelled since the adoption of the II National Action Plan for Equality, the persistent and consolidated work carried out by the Commission for Equality and Women's Rights (CIDM), and the Commission for Equality in Labour and Employment (CITE) is certainly worth mentioning. Additionally, the role played by the III Community Support Framework (QCA III) should also be noted, particularly with reference to the implementation of the Gender Equality theme, whether in the transversal Plan or by means of Measure 4.4 set forth in the Operational Programme for Employment, Training and Social Development (POEFDS), as it constitutes a Positive Action. The resources made available allowed a vast number of entities and participants, dispersed throughout the country, to be involved in the development of Gender Equality, while increasing the visibility of the theme and allowing the reinforcement of its presence in worries and practices not only in institutions but also in civil society.

Keeping in mind the previous statements, the present Plan maintains as its principle line of orientation, a deeper understanding of the integration of the gender perspective in all domains of political activity and social reality (*gender mainstreaming*).

The definition of *gender mainstreaming* which has been previously mentioned in this paper is equivalent to the one set forth by the European Council:

*“Gender mainstreaming consists in the (re)organisation, improvement, development and evaluation of decision-making processes, so that the perspective of gender equality may be incorporated in all policies, at all levels and in all phases by the players generally implicated in the political decision”.<sup>1</sup>*

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<sup>1</sup> (European Council Definition in: *An integrated approach to gender equality "mainstreaming"*. Final Activities Report of the group of specialists for an Integrated Approach to Equality (1999). Global Agenda, N. 3. Lisbon: European Council Edition, CIDM, Ministry for Equality, Presidency of the Council of Ministers. Page 25)

It should be noted that the integration of the gender perspective, whether at different, Public Administration operational levels or in the practices and routines of the various institutions and entities which integrate Portuguese society, is a process which implies an additional effort as well as the interest and involvement of all persons. This convergence depends on the compliance with core objectives outlined in the III National Action Plan for Equality. Contributing to its execution is a mission to be shared by all organisations as well as public, private and associated institutions, including civil society; and most particularly, the organisms that find themselves under the guardianship of the Government which in turn should function as a reference model in this particular matter.

In this sense, the financial reinforcement that the National Strategic Reference Framework (QREN) will provide to Gender Equality throughout the 2007 – 2013 time period, constitutes an increased opportunity, not only for the Commission for Citizenship and Gender Equality (CIG), but also for the entities which may collaborate in the implementation of the III National Plan for Equality (PNI); in the sense that, most definitely, the true exercise of equality between women and men should be applied to the daily lives of citizens.

In fact, QREN's strategy identifies the promotion of Gender Equality as one of the fundamental drivers behind the country's development. It is important, in this manner, to ensure its full compatibility with the fundamental objectives and constant measures of this III National Plan (PNI), not only in the Thematic Operational Programmes but also in the Regional ones. This compatibility should equally be evident in the preoccupations relative to the working agenda of the Thematic Operational Programme for Human Potential, with special attention given to the extent of Initial Qualifications, Adaptability, Lifelong Learning, Management, Professional Upgrading, Advanced Training, Guidance for Entrepreneurs, the Transition to Professional Life, Citizenship, Inclusion, Social Development and obviously, specific promotional objectives related to Gender Equality.

Therefore, the first area of the III National Plan for Equality, “*The Gender perspective in all policy domains as a requisite for good governance*”, unites the requisites for the sustained execution of this main objective.

In the second area, “*The Gender Perspective in principal domains of policy*”, the Plan foresees the adoption of measures and actions destined to combat gender inequalities and the promotion of equality between women and men in the various policy domains considered to be priority.

These guidelines are also mentioned in the objectives of the National Strategic Reference Framework (QREN), particularly in the Operational Program for Human Potential (POPH) which primarily consubstantiates the following goals: to increase the efficiency of public policy instruments in the promotion of gender equality and its system of governance; to diffuse the values of gender equality by means of education and training; to promote equal opportunities ensuring participation and access to the job market, while equally assuming as a priority, the fight against horizontal and vertical segregation as well as unequal pay; to promote the conciliation between professional, family and private lives, giving priority to the creation of conditions of parity in view of reconciling professional and family responsibilities.

The III area, “*Citizenship and Gender*”, maintains as a principle objective, the promotion of an active, responsible and equal participation, founded on a culture of responsibility which values collective action as a personal growth factor and as a mechanism for the inversion of the trajectories of social exclusion. This implies education for and among all citizens, an appreciation of the role played by comprehensive language in the critical fight against gender stereotypes, the strengthening of associative movements and civil society, particularly emphasising Non Governmental Organisations (NGO), and holding the media accountable, as an instrument which may influence behaviours and social attitudes.

In this manner and as it is equally mentioned in point 6 of the Operational Program for Human Potential (POPH), comprised within the QREN, the promotion of citizenship and

a responsible culture constitutes a decisive contribution to the sustainability of the investment applied in the following domains: professional qualifications, sustained growth, social cohesion, city and territory rankings as well as government efficiency.

In this particular context, it is acknowledged that the balanced participation of women and men in public and political decision-making processes contributes to social cohesion, to a greater reconciliation between political and social life and to solidarity. Over time, this translates into a higher quality of life for all persons. The recent Organic Law n. 3/2006 of the 21st of August, designated as the “Law of Parity”, will certainly maximise change relative to the running of political institutions, including the political parties which are competing for the execution of this objective.

Gender-based violence, as a serious assault not only on the human rights of women but also on their dignity and integrity, has been the object of great efforts in view of its elimination. Having said this, at present, it has become pressing to update the already existing knowledge regarding this reality, and to implement new models and methodologies related to an appropriate approach to Gender-Based Violence, encouraging the development of specific measures which may respond to the needs for violence prevention, protection and victim assistance, while equally promoting equality, avoiding revictimisation and developing self-control programs for the treatment of aggressors. These preoccupations may be found listed in the fourth area of the Plan “*Gender-Based Violence*” which sets forth the policies and respective objectives developed in the III National Plan against Domestic Violence (III PNCVD).

With reference to the development of Gender Equality, we should equally keep in mind the commitments assumed by Portugal before the European Union and other international organisations in which it has taken part, actively participating and influencing the strategic currents and thoughts therein generated. The relaunch of the cooperation policy is also a top priority in Portugal’s foreign policies, entirely supported by the present Plan, as it guarantees the sustained integration of the gender equality dimension. In this sense, the

fifth area of the III National Plan for Equality (PNI) is oriented towards the integration of *“The Gender Perspective within the European Union, in the International Action Plan and in Development Cooperation”*.

Lastly, the III National Plan for Equality (PNI) encompasses a section on *“Follow-Up and Evaluation”*. In view of carrying out a true policy of Gender Equality in our country, evaluating and following-up on measures, intrinsic to each one of the strategic areas, is essential to the readjustment and evaluation of the Plan’s impact.

In conclusion, the III National Action Plan for Equality (PNI) corresponds to a challenge that is being launched to the entire Portuguese society with the conviction that this effort will translate into a long term investment, since due to its existence, better living conditions will flow into the lives of each citizen, resulting in an increasingly just and democratic society.

## II. STRATEGIC AREAS OF INTERVENTION

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| <p><b>The First Area – The Gender Perspective in all Policy Domains as a requisite for<br/>Good Governance</b></p> |
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Equality between women and men is a transversal issue encompassing all policy domains. Even though it continues to be necessary to foster and execute specific measures in order to alter situations of inequality, it has become important, as a condition for good governance, to integrate the Gender Perspective at several levels and areas of governmental action.

In order to develop a system of governance which allows for increased efficiency in the application of policies promoting gender equality, it is necessary to contemplate, as foreseen in the National Strategic Reference Framework 2007-2013 (QREN), the coordination of instruments, the strengthening of partnerships and the creation of incentives that enable the intervention of participants, not only at the central, administrative level but at the local level as well. This capability requires an investment in the knowledge, awareness and training of all of the intervening participants, namely the specialists in this area, so that the sustainability of the gender *mainstreaming* strategy may be guaranteed.

### 1.1 – The Gender Observatory

The objective knowledge of gender relations, the inequalities and the contrasting situations in all domains between men and women are fundamental in the pursuit, follow-up and evaluation of public policies which fight against inequalities and promote gender equality and citizenship.

It is necessary to dispose of data, broken down by sex, in all statistics relative to individuals, and quantitative and qualitative data concerning the realities affecting men and women in completely different ways, consequently producing diagnoses which may serve as the basis for political decision-making processes and the evaluation of results.

**Objective: To implement a Gender Observatory**

**A** – To ensure the physical and technical conditions needed to implement an Observatory, while equally keeping in mind its principal objectives, namely:

- To promote general awareness of the contrasting situations between women and men, as well as furthering gender relations in political, social, economical and cultural life;
- In order to promote gender equality and citizenship, to guarantee the follow-up and evaluation of policy results, adopted in view of fighting against the inequalities between women and men;
- To inform Portuguese society regarding the inequalities between women and men, making it aware of the development of gender equality and its effects on multiple discriminations;
- To develop recommendations and proposals, essential for the purpose of altering inequalities between women and men, and to promote gender equality not only in the public sector but equally in the private one.

## **1.2 – Public Powers & Central and Local Administration**

The sustained integration of the gender perspective in each policy domain foresees the existence of local and national measures, not only in the legislation but also in the principle guidelines of national policy and in the evaluation of its impact on citizens, encompassing in light of its continued purposes the integrated involvement of all Public Powers.

At the Central Administrative level, each Ministry, as it is responsible for the execution of this Plan, should integrate the gender perspective in its decision-making processes by carrying out transversal and specific measures, consubstantiated in a Sectorial Plan for Gender Equality.

Besides this, the knowledge and awareness of the Local Administration is considered to be a critical factor in the building of Gender Equality, due to its privileged position of proximity as well as its role as facilitator and partner in the development of ties and synergies with several organisations operating in its territory, namely by means of Social Networks.

**Objective: To guarantee conditions for the proper functioning of the structures created in each Ministry in view of integrating the Gender Equality perspective at all political decision-making levels.**

**A** – To further develop female and male Councillor for Equality positions and those belonging to Members of Interdepartmental Teams for Equality, as they define their own mandates, ensure the overseeing of their own Ministry's operations and follow up on their respective political areas of intervention.

**B** – To promote the elaboration of a Sectorial Plan for Equality in each Ministry.

**C** – To promote, by means of the Commission for Citizenship and Gender Equality (CIG), the support needed for the implementation of the present Plan, jointly with the assessors to the Ministries, in order to guarantee the execution and follow-up of the Sectorial Plans for Equality.

**Objective: To create conditions for a sustained integration of the Gender Equality dimension in all domains and phases of political decision-making processes.**

**D** – To integrate the gender perspective in the legislation and in the principal political options, namely in the National Plans, guaranteeing the opinion and viewpoints of the Commission for Citizenship and Gender Equality (CIG) with regards to these matters, while equally promoting the evaluation of the impact of its implementation.

**E** – To integrate the gender perspective in the government’s annual budget as well as in the respective budgets of each Ministry (*Gender budgeting*).

**F** – To standardise the indicators used in the Gender area to those adopted by the European Union Employment and Social Policy Council, promoting their integration into the Gender Profile of the National Institute of Statistics (INE), in view of overseeing the execution of the Beijing Platform for Action.

**G** – To ensure that all statistics presented by the government, which refer to persons, integrate variables according to sex, so that the presentation and the treatment of the data avoid the reinforcement of discriminatory stereotypes.

**H** – To guarantee that all subsidies, prizes or other distinctions attributed or supported by public entities or public funds, national or communitarian, safeguard the perspective of Gender Equality.

**I** – To assure that Gender dimension is included in the objectives, execution, evaluation and consequences of the initiatives and projects financed by public, national or communitarian funds.

**J** – To promote the inclusion, in the mission letters of Public Administration executives and whenever matters of this nature allow it, the compliance with goals relative to Gender Equality.

**K** – With reference to the management of human resources, to guarantee that the Plans, Activity Reports and Social Balances presented by Ministries and Services identify actions referring to:

- The balanced representation of women and men in the decision-making process;
- Measures taken in order to alter horizontal and vertical segregation;
- The conciliation between professional, family and personal lives of men and women.

**L** – To include the Gender Equality dimension in written and visual language, namely in printed papers, publications, documents and websites of Ministries and respective Services.

**M** – To develop studies concerning the impact of policies and actions set forth by each Ministry on men and women, since they may be used as support tools to be applied in decision-making processes.

**N** – To include guidelines regarding the equal representation of women and men in the composition of jury contests, as well as in nominations for decision-making positions at all levels of Public Central Administration.

**Objective: To support the integration of Gender dimension in the different policy areas of Local Administration**

**O** – To spread awareness throughout the City Halls for the purpose of creating and developing Municipal Plans that promote Equality.

**P** – To prepare the judicial framework relative to each Local Councillor for Equality, in view of furthering equal rights in all local policies, namely across Social Networks.

**Q** – To define and gather resources, instruments and materials that may support the work of City Halls and other local entities.

**Objective: Within the domain of the Administration of Justice, to promote an environment that is favourable to the integration of Gender Equality.**

**R** – To promote in articulation with the Centre for Judicial Studies (CEJ), the training of judges regarding Gender Equality, with special emphasis given to the areas of Family Law, Minor Law, Labour Law and Criminal Law.

**S** – With respect to legal apprenticeships, to diffuse awareness regarding the integration in the *curricula* of modules which deal with the principal themes related to Gender Equality.

**Objective: To promote training in Gender Equality at the Central and Local, Administrative levels.**

**T** – To promote the training of Gender Equality to executives, supervisors, employees and agents at the Central and Local Administration levels, as well as Councillors for Equality and members of interdepartmental teams.

**U** – To provide awareness and active training in the area of Gender Equality to all participants taking part in the management and development of the National Strategic Reference Framework (QREN), reinforcing the work developed by the thematic group for Equal Opportunities, which is part of the Qualifications and Curriculum Authority (QCAIII).

### **The Second Area – The Gender Perspective in the Principal Domains of Policy**

The consolidation of Equality implies a strong investment in the promotion of gender *mainstreaming* in the principal domains of policy. In this manner, the integration of the gender perspective in Education, Research, Training, Health, Land-Use and the Environment, Inclusion and Social Development, Financial Independence, the Conciliation between professional, family and personal life, as well as in physical Activities, Sport and Culture, contributes substantially to the development of an increasingly united, equal and embracing society.

To spread the values of gender equality by means of Education; to promote equal treatment and equal opportunities with regards to participation and access to the job market, while assuming the priority of fighting against horizontal and vertical segregation, as well as unequal pay; to promote the conciliation between professional, family and

personal life by means of creating conditions of parity in the reconciliation of responsibilities between men and women; and to safeguard the respect for all forms of family organisation, guaranteeing critical action against social constructions relative to traditional, gender relations. All of the aforementioned points are critical elements in the consolidation of Gender Equality.

### **2.1 - Education, Research and Training**

Since it is the building block in the development of relations between children and youngsters of both sexes and the responsibility and competency of public and private sectors, education represents the central element in the development of policies in favour of Gender Equality, guaranteeing alterations in perspective which are necessary to its consolidation.

The elimination of Gender stereotypes, which continue to be present in the *curricula* of educational practices, in the training of diverse educational agents, in pedagogical materials, in the organisational culture and in educational communication circuits, remains critical so that both girls and boys may regard themselves as equals, having the same possibilities and rights as well as the ability to choose life projects and educational or professional pursuits, whether in family contexts or participating at financial, social and political levels.

While an increase in Gender and Women Studies seems unequivocal, in contrast, it is also quite clear that research in this domain continues to reveal itself as being insufficient in certain areas and scarcely divulged. In this sense, scientific research in the areas of Gender representation, social relations between both sexes and specific studies regarding men, is fundamental in the elaboration of diagnoses which may support political decisions.

Throughout a person's life, the investment in initial and long-term qualifications may be regarded as a critical developmental factor, requiring the potentialities, capacities and know-how of all members of society, united not only through formal means but informal ones as well.

Since initial and continuous training in Gender Equality is a transversal issue, investment in awareness and in high quality training is essential in order to ensure the sustained involvement of diverse participants in the implementation of this strategy, namely educational agents and other social professionals, while equally widening the variety of qualified agents who may systematically integrate the Gender perspective. In this manner, the existence of certification criteria becomes essential in this domain.

**Objective: To promote the integration of gender dimension in the training and professional qualifications of diverse educational and training agents.**

**A** – To promote the integration of gender dimension not only in the specifications of competence profiles but equally in the training profiles of educational professionals, namely teachers, professors, primary school teachers, teachers’ assistants and those responsible for educational and professional guidelines.

**B** – To spread awareness to other educational agents, such as families, most particularly by means of Parent and Mother Associations as well as educational representatives responsible for the integration of Gender Equality in the educational system.

**Objective: Promote the integration of gender dimension in formal and informal educational practices.**

**C** – Law n. 47/2006, of the 28th of August, which defines the evaluation system, certification procedures and the adoption of primary and secondary models, should become operational, in the sense that it should include gender dimension in the quality criteria applied to the publication of pedagogical materials, both written and multimedia

types, and this may be mainly achieved by sharing knowledge and awareness with the authors of school manuals and their respective editors.

**D** – To promote educational and professional guidelines without gender stereotypes.

**E** – To reinforce educational and professional (re)qualification and certification, especially in technological areas, particularly directed to girls and women, as well as family care and Social Aid areas particularly directed towards men and boys.

**F** – To integrate the Gender theme as a structured, main goal in the School Curriculum as well as in the diverse dimensions of Education and lifelong Training, namely by applying it to projects and civic education.

**G** – To integrate in the organisation and functioning of schools and other educational and training institutions, the perspective of gender equality in order to prevent discrimination and violence as well as guaranteeing the interaction of both sexes in their daily school activities.

**Objective: To promote the integration of Gender Studies in all domains.**

**H** – By means of the Science and Technology Foundation (FCT), to promote the reinforcement of research in all domains of gender relations and equality policies between women and men.

**I** – To promote aid and support to Research Centres which are dedicated to Gender Studies, to publications related to the theme and to the disclosure of equal rights between men and women, while equally reinforcing post graduate training in this domain.

**J** – To promote Gender Equality awareness within Institutions of Higher Learning.

## **Objective: To Qualify Training in Gender Equality**

**K** – To define in articulation with the competent organisations, training profiles and respective training references as well as developing support tools and materials needed in the training of Gender Equality.

**L** – To promote, in collaboration with the competent organisations, the Certificate in Professional Aptitude for trainers in Gender Equality.

**M** – To spread awareness and promote training in Gender Equality to a strategic public.

### **2.2 – Financial Independence**

The Lisbon Strategy recommends measures to improve and increase the employability and employment rate of women, to support their entrepreneurial opportunities and to eliminate salary inequalities, since they are the essential elements of financial independence that lead to the exercise of a free and autonomous citizenship.

In the program of the XVII Constitutional Government, in the Major Planning Options for 2005-2009, and in the National Strategic Reference Framework QREN 2007-2013, a commitment was made to promote Equality between women and men in the workplace, principally by working with contracting entities and the unemployed, by developing gender-based, non-discriminatory policies applied to recruitment and selection procedures, by providing access to continuous training, career promotions and progression to supervisory and management positions, by fighting against unstable, contractual positions and by reconciling professional, family and personal lives.

In this context, the Resolution of the Council of Ministers N. 49/2007, of the 28th of March, that approves the principles of good governance for companies operating within the Government sector, creates incentives for the adoption of Plans for Equality, as these

practices of social responsibility act as models to be applied to all other sectors of the job market.

**Objective: To develop entrepreneurship for women.**

**A** – To develop entrepreneurship as a means of mobilising women towards active, economical lives, promoting self-employment.

**B** – To stimulate the establishment of innovative solutions in incentives and in the increased access to instruments, which may financially support female, entrepreneurship activities that pursue economical and social objectives, consistent with Gender Equality.

**C** – To develop qualified, female entrepreneurship as an innovative instrument and regenerator of regional and urban, economical and sectorial activity.

**D** – To reinforce information and awareness regarding the advantages and potentialities of micro-credit associated with the creation of jobs and the financing of small and medium-sized companies, consequently boosting female entrepreneurial interventions.

**E** – To promote Associations of Women Entrepreneurs, namely by means of developing service and product networks, using new technologies as a means of creating national and international partnerships, while equally sharing support and divulging promising, entrepreneurial practices.

**F** – To upgrade and divulge diagnostic studies regarding the evolutionary presence of women in management positions or as directors of medium and large sized companies.

**Objective: To promote the integration of men and women in new fields of professional activity**

**G** – To diminish horizontal segregation in the labour market by encouraging companies to promote the active creation of job opportunities for the underrepresented sex, particularly in gender marked professions.

**H** – To reinforce the occurrence of lifelong training, namely in information and communication Technologies (TIC's), in view of increasing the capabilities of women with respect to labour market conditions.

**I** – To spread knowledge and awareness to public and private, Employment and Professional Training agents, regarding the importance of offering and divulging professional, non-discriminatory options based on Gender.

**Objective: To promote equal treatment and opportunities for men and women in the labour market.**

**J** – To reinforce jointly with public companies, the disclosure of the mechanisms required for the adoption of the Plans for Equality, in accordance with the Resolution of the Council of Ministers N. 49/2007, of the 28<sup>th</sup> of March, which approves the principles of good governance for companies operating within the Government sector.

**K** – To promote the social responsibility of private sector companies by means of divulging the mechanisms needed for the implementation of the Plans for Equality.

**L** – To reveal best practices, namely through the attribution of distinctions, such as the Award “Equality is Quality” and other initiatives.

**M** – To define guidelines so that the negotiations of collective labour conventions may integrate the development and execution of “Plans for Equality” objectives in companies.

**N** – To promote the carrying out and upgrade of studies regarding salary disparities between men and women.

**O** – To promote the effective execution of the equal treatment principle between women and men in such areas as career progression, access to employment and in decision-making positions.

**P** – To promote the reinforcement of fiscal mechanisms, applied by the Authority for Working Conditions, in the identification of discriminatory cases based on sex, namely in negotiations and collective labour conventions as well as in forms of precarious and parallel labour.

**Q** – To promote the inclusion of a module concerning Gender Equality in initial and continuous, professional training courses.

**R** – To motivate and make social partners aware of the advantages of integrating the gender perspective in company culture, as a social and economical, development factor for the job market.

**S** – To divulge the contents of Article 23, N.3 of the Labour Code, as a way of reinforcing the fight against moral and sexual harassment in the workplace.

### **2.3. Reconciling professional, family and private lives**

Reconciling professional, family and private lives has secured itself as a priority theme throughout the European Union. In fact, with the entry of women into the labour market and its consequent impact on social and personal development, it has become a requirement to reconcile the private and public spheres in view of pursuing a culture of

gender-based equality, treatment and opportunities. This is equally fundamental for the promotion of sustainable development, which includes economic growth and birth-rate incentives, in conformity with the respect for the various forms of family organisation, as well as personal and autonomous development.

**Objective: To promote the conciliation between a professional activity and a family and personal life.**

**A** – To promote awareness initiatives, regarding rights relative to an employee's maternity or paternity leave, as well as to special and parental licenses when assisting a biological or adopted child.

**B** – To review the rules relative to maternity and paternity leaves, reducing the negative, gender impacts of the actual system.

**C** – To promote awareness and the dissemination of innovative practices to public and private employers as well as to the general public, concerning the reconciliation of professional, family and personal life.

**D** – To improve the quantity, quality, flexibility and financial access to support and dependent structures by means of: (i) the adequate training of people; (ii) stimulating inter-generational solidarity and neighbouring networks; (iii) development of incentives in order to introduce flexible working hours in retail sales, social and support services, and other similar services; (iv) the reinforcement of in-home supportive services for families with dependent persons.

**E**- To carry out the measures oriented towards the conciliation between professional, family and personal life by means of the Programme for the Extension of the Social Equipment Network (PARES).

**F** – To develop integrated, publicity campaigns regarding the sharing of domestic responsibilities.

**Objective: To promote a responsible maternity and paternity**

**G** – To develop policies that support responsible parenting, in conformity with and respect for the different forms of family organisation.

**H** – To reinforce parental training, keeping in mind the equal sharing of tasks and the diversity of important, intervening participants, in view of changing gender-based, stereotypical attitudes and behaviours.

**I** – To diffuse awareness and to inform significant, intervening participants at technical and political levels, as well as the general public about the right and duty of parents and mothers to the active exercise of parenting, namely in regulation cases of paternal power.

#### **2.4 – Inclusion and Social Development**

The phenomenon of poverty and social exclusion is not neutral, as it particularly attains women. This reality results from the fact that women have less access to social protection, as a consequence of their irregular participation in economic activities due not only to maternity reasons but equally to their higher life expectancy rate. As the respective financial resources become minor, they find themselves living in situations of great isolation. These situations of poverty and exclusion are even more accentuated in women who face multiple discriminations based on race, country of origin, religion, disability, age or sexual orientation. Additionally, single parent families are mainly the responsibility of women, and they constitute, in certain cases, a particularly vulnerable group to poverty and social exclusion.

Besides this, the intensification and consolidation of migratory fluxes, characterised by the growing diversification of native countries, constitutes one of the main social and economic challenges presently facing Portuguese society. This fact causes the integration policies of migrant populations to be vectors of strategic importance in the country's development and social cohesion.

Consequently, the increase in the number of migrant women in Portugal reinforces the need to ensure that gender and non-discriminatory perspectives based on sex are present in all policies and services, namely in health, justice and employment.

In the case of migrant women, specific situations have progressively surged. Despite the fact that women play a fundamental role in the social integration process, they often find themselves, in terms of professional integration, with their very own difficulties, to which are added at times, exploitation and discriminatory factors due to sexual motives, even within the ambit of their respective communities, placing them in situations of greater risk and vulnerability.

The integration of the gender perspective in migration policies aims at evaluating its respective effects on women and men, so that the result of developed actions may mutually benefit both.

**Objective: To diminish female poverty**

**A** – To perfect the mechanisms which support single parent families, monitoring the respective itineraries of professional and social inclusion.

**B** - To evaluate the calculation mechanisms applied to current pensions, namely with respect to the integration of factors linked to non-remunerated activities.

**C** - To improve the quality of life of elderly women.



**Objective: To promote Gender Equality and Citizenship of Women and Men migrants and of cultural and ethnic minorities, while equally facilitating their integration at all levels.**

**D** – To divulge to women and men migrants as well as to cultural and ethnic minorities, information regarding their rights and duties in matters of citizenship and gender equality.

**E** – To promote information and training programs in competencies within the domains of the Portuguese language, information and communication technologies as well as technical Portuguese courses and citizenship education.

**F** – To spread awareness and information regarding the full compliance with mandatory schooling and the continuation of lifelong educational and training courses, namely by means of double certification offered to migrant girls and boys and cultural and ethnic minorities.

**G** – To support the entrepreneurial opportunities of migrant women and ethnic minorities.

**H** – To develop warning and preventive measures, regarding traditional practices that constitute Human Rights violations.

**I** – To promote the involvement of migrant women and cultural and ethnic minorities in associative movements and in decision-making processes, participating in political, economical, and social life.

**J** – To improve the participation and access of migrant men and women and cultural and ethnic minorities to socio-cultural life, and to promote their active involvement, namely by supporting migrant associations with socio-cultural ends.

## 2.5 –Health

The Basic Health Law defines as a fundamental objective, the equal access to health care for all, regardless of financial situation, thus ensuring equity in the distribution of resources and in the use of services.

Recent studies demonstrate that in both sexes, their relation with health presents significant differences. The perception of aspects such as the incidence of illness, the consumption of medication, attitudes in relation to sickness and to health as well as access to health care are not neutral, even when gender-based and associated with other factors such as age and socio-cultural origin.

**Objective: With respect to the National Health System, to promote equal attitudes towards women and men, regarding access, demand, treatment and care.**

**A** – To implement a system of indicators relevant to the health and gender areas, as developed by the World Health Organisation.

**B** – To promote research that identifies the differences in attitudes and practices between Men and Women in relation to health.

**C** –To improve the access conditions to health and to reinforce its respective prevention programmes, keeping in mind specific aspects related to men and women throughout their life cycles.

**D** – To ensure that academic and professional internships, developed in health units, include the gender perspective.

**Objective: To guarantee to women and men the exercise of their sexual and reproductive rights.**

**E** – Keeping in mind specific aspects related to women and men, to reinforce education, reflection and awareness regarding sexual and reproductive health, namely with reference to the prevention of risk behaviours and violence in the area of sexuality.

**F** – To reinforce services, caution and care in matters of sexual and reproductive health in view of promoting the practice safe sex throughout the various life cycles, namely with respect to adolescents, diminishing the adolescent pregnancy rate while equally proceeding to the treatment of Sexually Transmitted Diseases and sexual violence.

**G** – To follow-up on the effects of applying the Voluntary Interruption of Pregnancy Law.

## **2.6 – Land-Use and the Environment**

Land planning is not neutral, as it should integrate inherent challenges so that cities and territories may comprise active spaces of citizenship, competitiveness and quality of life; where their respective vitalities and cultural identities may be exercised and enjoyed. In this sense, sustainable development should integrate the environmental protection in its articulation with social cohesion and land integration policies.

An active participation involving all citizens, which is capable of contributing to the appreciation and conservation of natural and cultural heritages as well as providing the general population with a proper quality of life, should respect the equality perspective between women and men while equally considering their specific needs.

**Objective: To value the contribution of women and men to the environmental domain and to heritage conservation.**

**A** – To integrate the gender dimension in urban planning and land development policies.

**B** – Namely keeping women in mind, to stimulate the greater use of incentives for the development of activities linked to nature and biodiversity conservation.

**C** – To reinforce the accessibility, quality and adaptability of public transport to the needs of men and women, ensuring routes which facilitate the conciliation between professional, family and personal life.

## **2.7 – Physical Activity and Sport**

In accordance with Article 79 of the Constitution of the Portuguese Republic “It is the duty of the State, in conjunction with schools, sporting associations and groups to promote, stimulate, guide and support the practice and spread of physical education and sport”. The Basic Law on Physical Activity and Sport, Law n. 5/2007, of the 16th of January, sets forth in Article 2, number 1, that “All persons have the right to physical activity and sport, regardless of ancestry, sex, race, ethnic background, language, country of origin, religion, political or ideological convictions, academic history, financial situation, social condition or sexual orientation.”

In present society, sports hold a place of extreme importance, not only due to their impact on the development of interpersonal abilities but equally due to the link they create between physical and mental states of well-being. Allowing women and men to have equal access to the practice of sport is decisive for the full practice of Citizenship, the reduction of inequalities and an increasingly balanced social development.

**Objective: To promote gender-based non-discrimination in the policies and practice of sport.**

**A** – To promote the integration of gender dimension in policies and sport practice, valuing the underrepresented sex.

**B** – By means of contract programs, sports agents and particularly sports federations should be held responsible for the equal and non-discriminatory participation of both sexes in the practice of sport.

**C** – To encourage the media to broadcast programs concerning the role of women in sport.

**D** – To reduce the *gender gap* in sports prizes.

**E** – To follow up on the elaboration of the National Sports Charter, and to spread information regarding the humanitarian dimension, identifying gender-based participation.

**F** – To encourage the creation and adoption of Municipal Sports Charters that may integrate the gender dimension in all sports domains.

**G** – To make sponsors and sports agents aware of their responsibility in complying with the requirements set forth in Article 2 of Law n. 5/2007, of the 16<sup>th</sup> of January (The Basic Law on Physical Activity and Sport).

**H** – To promote equal participation in all decision-making organisations and institutions within the sports sector.

**I** – To fight against harassment and sexual abuse in sport.

## 2.8 – Culture

Article 73 of the Fundamental Law acknowledges that all people have the right to culture. Since gender is a social and cultural construction, the roles attributed to each sex are by no means static, consequently marking the configuration of an identity.

Cultural production, which provides equal visibility to women and men, is fundamental in the consolidation of gender equality as an organising principle in Portuguese society. Allowing people of both sexes to have the same access to cultural production and fruition is a decisive contribution to the practice of a full citizenship, to the reduction of inequalities, to social development and to the strengthening of the national identity's egalitarian paradigm, in the context of a far more globalised world.

**Objective: To promote the equal visibility of women and men in all areas of cultural creation and production, and to foster equal opportunities in the fruition and access to culture.**

**A** – To guarantee a balance in the attribution of scholarships and subsidies, thereby boosting the representation of the underrepresented sex.

**B** – Concerning cultural prizes and awards, to integrate the equal representation of men and women in the attribution criteria.

**C** – To integrate the gender perspective in the training of cultural agents.

**D** – To further the visibility of women's contributions to the various spheres of life, namely to Culture, to History, to the Economy, to Science and Politics.

**E** – To increase awareness regarding the importance of equal representation between men and women in public, cultural collections.

F- To value cultural creation and production, as well as written works defending the respect for women's and men's Human Rights.

### **The Third Area – Citizenship and Gender**

Based on a culture of social responsibility, it is fundamental to promote an active and equal citizenship that values civic participation as a personal and collective factor of development, while equally maximising inclusion and social cohesion, developing people's sense of social belonging and contributing to the inversion of the trajectories of social exclusion.

In order to reach this objective, it is possible to point out two decisive factors which have constituted obstacles in the practice of citizenship.

On the one hand, there is the persistence of socially gender-based stereotypes and the consequent perpetuation of transformation mechanisms relative to the differences in inequalities. In this sense, the extent of equal political representation should act as a model for Portuguese society, reducing the potential gender-based discrimination and social exclusion as well as reducing the gap between citizens and the Republic's institutions.

On the other hand, the confirmation of weakening citizenship values, attitudes and practices which mould democratic life, evident in the lack of citizenship participation which translates into the existence of a passive citizenship, is namely maximised by the lack of knowledge regarding consecrated, constitutional rights. Keeping this in mind, citizenship education may be oriented towards the reinforcement of an active citizenship and the full exercise of civic rights and duties, constituting itself as a factor of social integration and of a socially, responsible culture.

### **3.1 – Stereotypes**

A full and active citizenship does not limit itself to solely having access to formal rights; rather; it relates to the deep understanding of the quality of the democracy, consequently building a society which places people at the core of decisions and eliminates discrimination based on stereotypes and economic, social, cultural or territorial differences.

The right of women and men to participate in an egalitarian manner in all spheres of life, namely in defining the priorities which orient political decision-making processes, is not only a requisite of justice, but equally an integral part of a person's fundamental rights, as it is underlined in the Beijing Platform for Action (UN, 1995) which Portugal undersigned, and where it is considered that “without the active participation of women and the incorporation of women's perspectives at all levels of decision-making, the goals of equality, development and peace cannot be achieved”.

A balanced participation and representation of women and men in public and political lives implies the empowerment of women in the public sphere and the empowerment of men in the private one. This capacity involves critical action applied to relational models between men and women. In this context, language plays a central role as a structuring element of thought and action.

In fact, language is fundamental in the building of identities and in the reproduction of gender-based social representations. The prevalence of masculine over feminine and the frequent invisibility of women in language, reflect effective power inequalities in the relations between both sexes, constituting an obstacle to the development of gender equality that translates into discriminatory practices and inequalities.

The media and all of its agents, due to the impact of their influence, may be the indirect representatives of change and the drivers of cultures based on gender equality, as recommended in several community-documents concerning this matter that alert to the role the media may play in maintaining stereotypes that generate limitations on the

freedoms of both women and men in several dimensions and roles played throughout their lives.

In this manner, it is critical to make the media aware of the role they may play in breaking down gender stereotypes, in view of valuing civic participation as a factor of individual and collective growth; and consequently, their responsibility in encouraging the existence of an active and equal citizenship. In this context, it is important to highlight the role of the Media Regulating Body which is statutorily obliged to ensure respect for the rights, freedoms and guarantees of citizens (Article 8, paragraph d, of Law n. 53/2005, of the 8<sup>th</sup> of November).

**Objective: To promote the equal and balanced representation of women and men in decision-making processes.**

**A** – To follow-up on the effects of applying the Law of Parity and to spread awareness regarding the advantages of its expansion into other spheres of the public and private sector, namely concerning the full sharing of the decision-making process.

**B** – To provide training directed at women in order to develop their participatory capabilities in public and political life.

**C** – To promote comparative research studies on the conditions and impact of men and women holding Political, Decision-Making positions.

**Objective: To promote Gender Equality in Language.**

**D** – To create partnerships with relevant institutions in the linguistics area in view of promoting the use of Portuguese grammar, updating female and male concepts and identifying the possibility of a new, gender-based grammar.

**E** – To promote the update of the National Classification of Professions and related documents, without resorting to the universal masculine and its related documentation.

**F** – To update and publish a glossary on Gender Equality.

**Objective: To make the media aware of gender equality as well as its responsibility in altering stereotypes and promoting citizenship.**

**G** – To make media and advertising professionals aware of their responsibility in the promotion of Gender Equality and Citizenship.

**H** – To promote research concerning gender stereotypes and inequalities, in the social representations of women and men in the *media* and in advertising.

**I** – To demonstrate advertising and reporting examples which defend the respect of women's and men's human rights, namely by the attribution of awards, such as the Gender Parity Award: Women and Men in the Media.

**J** – With reference to advertising and media organisations, particularly the ones in the public sector, to promote the application of the European Commission's guidelines relative to the use of images which respect the dignity and equality of men and women.

**K** – To monitor the application of the Advertising Code relative to the prohibition of advertising which uses the images of men and women in a discriminatory manner, as well as implementing bans on advertising directed at minors, which allude to a particular sex as the recipient of a product's message, without this being justified due to the product's characteristics.

**L** – To develop activities in view of enabling children and youngsters to critically read and interpret the media's messages.

**M** – To spread awareness regarding the integration of Human Rights and Equality themes in Journalism, Media and Marketing, training courses.

### **3.2 Citizenship Education**

Teachings concerning citizenship values and practices have not been based on *learning by doing, participating and acting*, in such a way as to promote socially, autonomous and responsible attitudes and behaviours. In this context, it is important to consider the existence of new values and new social and intersubjective relations, which need to be understood and integrated so that citizens may actively participate in society. Additionally, it is also worth mentioning the importance of organisational cultures that play a prominent role in diverse social spaces and in lifelong learning as a way of adapting citizenship values and competencies.

There also exists a lack of knowledge regarding the ways of participating in Portuguese society at a constitutional level and at the level of civic movements and associations, including the work they develop. This *civic illiteracy* manifests itself as the inability to understand issues which surpass the private sphere, accompanied by a tendency to vindicate individual and private rights in detriment to general and community vindications.

**Objective: To promote a participative citizenship**

**A** – To develop a training reference manual, particularly directed at adolescents, focusing on participative competencies in leadership functions and public and political life.

**B** – To develop and reveal a guide that promotes citizen rights and duties as well as the exercise of an active, equal and responsible citizenship, valuing the best practices in this domain.

**C** – To reinforce reflection on the Citizenship theme, namely by cooperating with those *outside* Education for Citizenship.

**D** – To develop mechanisms in view of formally acknowledging acquired competencies in the areas of associative actions and/or voluntary work in institutions.

**E** – To promote studies regarding civic participation, namely with respect to electoral actions and the influence of gender on electoral preferences.

**F** – To create an award for Best Practices in Equal and Responsible Citizenship.

**G** – To identify and reveal good, training citizenship practices which privilege the critical analysis of gender stereotypes and spread awareness regarding the development of suitable and adequate competencies in the public and private sectors, such as leadership, caution and responsibility.

**Objective: To stimulate the involvement of City Halls in the reinforcement of citizenship.**

**H** – To stimulate the development of strategies at the local level in order to promote the involvement of civil society, namely local associations.

**I** – To support proximity mechanisms between the local powers and citizens in order to reveal the existing best practices in this domain.

### **3.3. Supporting Non-Governmental Organisations (NGOs)**

Studies indicate the persistence of a lack of motivation with respect to collective action, even when organised by self-mobilising mechanisms, consequently underlining passive attitudes towards the government and a distancing from collective duties. This weak tendency regarding collective participation does not limit itself to political action as it extends to the social areas as well, ranging from civic and humanitarian areas to voluntary work and organised actions that encompass specific objectives in the economical or political spheres.

In the inversion process of this tendency, it is important to highlight the associative movement as a catalyst for the development of a civic conscience, consequently there is a need to promote it, support its activities and value its actions.

**Objective: Mobilise civil society towards responsible participation.**

**A** – To support NGO's and other Associations that promote Gender Equality and Citizenship in view of developing projects in these domains.

**B** – To spread awareness to the community and respective institutions concerning the self-organisation of specific groups and the general population, namely inhabitants, adolescents, groups with thematic interests and non-governmental organisations.

**C** – To encourage organisations, particularly those for youths, to develop organisational practices in favour of an active, equal and responsible citizenship.

**D** – To stimulate innovative, organisational dynamics, namely by means of networking and the critical use of new, information technologies.

**E** – To review the national registration and the status of women’s non-governmental associations.

**F** – To analyse the need to legislate, preparing a national list of NGO’s, whose statutory objective is essentially oriented towards the promotion of citizenship values, the defence of human rights, women’s rights and gender equality.

#### **The Fourth Area – Gender-Based Violence**

Gender-based violence constitutes one of the maximum exponents concerning historical inequalities between men and women. It is a global phenomenon that has already been acknowledged by the United Nations and in international reports regarding human rights.

One of the essential characteristics of this violence is the fact that it is structured, as it integrates itself in family and social relationship models, both public and private, having established themselves over time between men and women.

Violence against women appears as one of the principal, critical areas set forth in the Beijing Platform for Action, as governments have assumed the commitment of implementing measures oriented towards the prevention and elimination of this type of violence.

Several international declarations and recommendations, particularly those of the European Council and the European Union have considered gender-based violence as an assault against human rights, appealing for the need of governments to develop efficient strategies in favour of its elimination.

Following the European Council of 2006, in Warsaw, a campaign was launched to combat violence against women, whose principle guideline is the conviction that these situations are the direct result of power inequalities and clear human rights violations, as they

constitute an enormous obstacle in the fight against the existing inequalities between men and women.

At the European Union level, it is important to mention the recent Roadmap for Equality between Men and Women 2006-2010, in which an urgent appeal has been launched to the Member States to eliminate all forms of violence against women, since these constitute a violation of several fundamental rights.

One of the core objectives of this area is to adopt policies and measures which answer the needs for protection and assistance to victims of gender-based violence, the elimination of gender stereotypes and the promotion of a citizenship culture.

**Objective: To prevent and fight against violence which originates from gender-based discrimination.**

**A** – To ensure an articulation between the III National Plan for Equality and other Plans, namely, the National Action Plan against Human Trafficking, the National Action Plan against Domestic Violence, the National Action Plan for Inclusion, the National Plan for Employment and the Integration Plan for Immigrants, in such a way as to promote gender *mainstreaming* in several dimensions and in other types of articulations.

**B** – To foster social responsibility within public and private companies and social partners in view of encouraging initiatives that fight against gender-based violence.

**C** – To fight against, prevent and denounce moral and sexual assault cases in the workplace, as well as gender-based violence in public and private spaces.

**D** – To encourage victims of gender-based violence, faced with social insertion difficulties, to obtain professional requalification by participating in new opportunities or social

entrepreneurism programmes, namely the modalities of double certification and/or the Recognition, Validation and Certification of Competencies System.

**E** – To ensure that victims of gender-based violence have specific access conditions to judicial protection, as defined in the III National Action Plan against Domestic Violence (III PNCVD).

**F** – To spread knowledge and awareness regarding the gender-based violence theme, particularly the problem of Female Genital Mutilation and the existing interventions in this area.

**G** – To continually encourage the elaboration of studies pertaining to gender-based violence, namely by means of collaborative projects developed between Universities and Research Centres.

**The Fifth Area – The Gender Perspective in the European Union, in the  
International Plan and in Development Cooperation**

With respect to the European Union, the International Plan and Development Cooperation, the policies concerning Gender Equality constitute one of the priorities of the Programme of the XVII Constitutional Government.

Chapter V, entitled “Portugal in Europe and in the World”, sets forth as a primary, foreign policy priority, Portugal’s active participation in decision-making processes concerned with life and world institutions, in the sense of affirming the country’s position and its accomplishments at an international level. With particular reference to this priority, we may read that “the matrix of international relations (...) should be based on the Charter of the United Nations, on the strengthened role of the Security Council and on the credibility of the United Nations System of Organisations ...”



The second, foreign policy priority deals with Portugal's participation in the European Construction, based on the following objectives: (i) to secure a deeper knowledge of the European Project and to strengthen European cohesion; (ii) to increase its contribution to the Union in favour of security and peace; (iii) to ensure adequate conditions for the modernisation and affirmation of Portugal in the contemporary world.

Regarding the European Union and Gender Equality policies, three fundamental instruments that were made available to the Member States are particularly worth mentioning: with respect to the gender perspective, *The Lisbon Strategy*; *The European Pact for Gender Equality* (approved by the March 2006 Spring Council); and *The Roadmap for Equality between Men and Women, 2006-2010* (European Commission).

The relaunch of the development cooperation policy is also a Portuguese, foreign policy priority, which aims at reaching the following objectives among others: (i) To promote support for cooperation development in accordance with the principles assumed by the international community, and notably, the "Millennium Development Goals"; (ii) To reinforce our political and diplomatic relations with the Community of Portuguese Speaking Countries (CPLP).

Based on the priorities outlined in the Programme of the XVII Constitutional Government, which was made explicit in the document "A Strategic Vision for Portuguese Cooperation" (approved by Council of Ministers' Resolution n.196/2005, of the 22nd of December), and having as its framework at the European Union level, the "European Consensus for Development", the Gender Equality perspective is a core issue in both of these documents.

## 5.1 – The European Union

The Declaration “Towards Gender Equality in the European Union” signed in May, 2007, by Germany, Portugal and Slovenia, based on studies developed by three European Union Presidencies, reaffirms Gender Equality as a principle of the European Union, set forth in the European Community Treaty and one of the Union’s main objectives.

The Declaration acknowledges both that Gender Equality is a critical condition to the execution of the *Lisbon Strategy for Growth and Employment*, and that the policies concerning the promotion of Gender Equality are instruments which actively contribute to social cohesion, economic growth, prosperity and competitiveness.

The Declaration underlines the important role that Gender Equality may play in answering the challenges and opportunities faced by current, demographic changes and their consequent implications on the government, society, men, women, families and the elderly; it equally considers the critical role that Gender Equality may play in increasing competitiveness, employment, social cohesion and the maintenance of strong systems of Social Security.

**Objective: To contribute to the development of the gender perspective in the European Union, as a decisive factor in the analysis of the European Project and in the reinforcement of European cohesion.**

**A** – To thoroughly analyse national policies and positions that should be defended throughout the European Union in this domain, namely the defence of a directive concerning paternity protection.

**B** – To encourage a balanced representation of men and women in European Union organisations and institutions.

**C** – To support the nomination of women to key positions in political, economical, cultural and educational spheres within the European Union.

**D** – To regularly reveal, in government circles, available positions throughout the European Union.

**E** – In matters of Gender Equality, to reveal the commitments assumed by Portugal at several instances throughout the European Union's history.

**F** – At a legislative level, to follow up on the transposition of the Directives concerning Gender Equality, namely Council Directive 2004/113/E.C., of the 13<sup>th</sup> of December, which applies the principle of equal treatment between men and women in the access to and supply of goods and services.

## **5.2 – The International Plan**

The collaboration with international organisations with which Portugal has maintained relations at a political level, determines and legitimises that the study of Gender Equality in the International Plan is vital.

**Objective: To contribute to the development of international collaboration in matters of Gender Equality.**

**A** – To thoroughly analyse national policies and positions that may be defended by international organisations in this domain.

**B** – To promote the balanced representation of men and women in different, international organisations.

**C** – To regularly reveal, in government circles, available positions in international organisations.

**D** – At an international level, to encourage the nomination of women to key positions in political, economical, cultural and educational spheres.

**E** – At a national, legislative level and in matters of Gender Equality, to devote time to the elaboration of international, strategic recommendations and guidelines.

**F** – To reveal the commitments assumed by Portugal in the International Plan and the guidelines set forth by international organisations in matters of Gender Equality.

### **5.3 – Development Cooperation**

In accordance with the document “*A Strategic Vision for Portuguese Development Cooperation*”, the national, political positions concerning Gender Equality in Development Cooperation assert themselves by means of articulation with intervention programs in the principle areas, namely Good Governance, Sustainable Development and Education for Development, respecting the gender *mainstreaming* strategy and maintaining as a principal objective, the Millennium Development Goals.

The prevalence of female poverty in developing countries has led to a special focus on how development cooperation may contribute, or not, to improving this situation. In this sense, the integration of the gender perspective should be complemented with specific actions for women, in places where notable disparities still persist, where their specific vulnerabilities are acknowledged, and where their traditional roles, notably as care providers, may justify and maximise the results of actions.

**Objective: To support Portuguese development cooperation programmes that contemplate the Gender Equality Perspective.**

**A** – To spread awareness regarding the importance of an active citizenship based on Gender Equality as the pre-requisite for sustainable development.

**B** – To support the integration of the gender perspective as a criterion in the elaboration, implementation, follow-up and evaluation of development cooperation programs and projects.

**C** – To encourage training in Gender Equality for collaborators and volunteers.

**D** – To promote in programs which support legislative revision in third party countries, the inclusion of the gender perspective as part of the process of good governance, namely contemplating in the elimination of this discrimination:

- The existence of legal systems which guarantee the right to property or the fundamental rights of women, particularly those who are victims of all forms of violence;
- The participation of women in decision-making processes;
- The elaboration of governmental budgets which contemplate the gender perspective (*gender budget*).

**E** – To encourage the carrying out of cooperation programs which maintain as an objective, the empowerment of local, social networks, particularly regarding women's organisations and political women's groups.

**F** – To spread awareness regarding the role of women in building and maintaining peace, and to guarantee their full participation in all social, reconstruction processes in post-conflict situations.

**G** – To support health programs, that in third-party countries privilege women and girls as the target population in all actions maintaining as an objective the improvement of public health.

**H** – To support health programs, that in third-party countries are oriented towards women and adolescents, namely those relative to the prevention of HIV/Aids, endemic diseases, health and sexual and reproductive rights.

**I** – To privilege campaigns directed at women which promote lifelong, formal education, as well as those that encourage a balanced participation in primary and secondary education.

**J** – To promote in development cooperation programs related to the financial sector, knowledge and awareness regarding the impact of macro-economical policies on men and women, in the sense of facilitating the development of strategies which reinforce the role of women in the economy, notably entrepreneurship.

### **III. Implementation Mechanisms**

#### **1. Resources**

The III National Plan for Equality – Citizenship and Gender assumes as a priority, the development of human potential as the key element to its implementation, particularly in terms of the knowledge and qualification of all persons who will be responsible for its execution. For this desired objective to be possible, the enablement of human resources becomes necessary as a way of maximising change to daily lives, both individual and collective. This enablement depends on the attribution of financial resources, necessary and essential to carry out of the goals set forth in this III Plan, as its success depends on the resources involved.

As the driving force behind its on strategies, the Gender Equality theme has become an even greater priority in the organisational planning of public and private structures. The National Strategic Reference Framework 2007-2013 (QREN), which promotes Gender Equality as one of the strategic cornerstones of its execution, is an example of this, as it acknowledges that there is much to be done in this area, attributing in this manner the essential resources for its implementation and operation.

## **2. Follow-up and Evaluation**

Evaluating and Following-up on operational Projects and Plans do not constitute new tasks and their importance has long since been acknowledged as a core requisite for successfully implementing new policies.

The implementation of the III National Plan for Equality – Citizenship and Gender contemplates Follow-up and Evaluation areas. The main objective of following-up on this Action Plan is to analyse the set of implicated dynamics, to thoroughly verify how certain measures are being applied as well as their consequences on the territory, and to supply practical indications necessary to its implementation.

In this manner, throughout the present Plan, each measure refers to specific process and result indicators which allow for standard data in terms of progressive results and impacts.

Evaluation is a means of obtaining a deeper understanding of the execution of projects or activities, as well as contributing to the planning of new interventions. By means of a planned and systematic evaluation, it is possible to identify, in a loyal manner, if the objectives and goals are being reached and if the social reality has suffered alterations.

Thus, in this Plan, occasional and final evaluations are contemplated. Occasionally, progress reports will be handed in and subsequently submitted to the Assembly of the Republic by the Organic Structure, responsible for the development of the III National Plan for Equality – Citizenship and Gender (III PNI). Lastly, an evaluation will be conducted by an external entity in such a way as to guarantee impartiality as well as an evaluative study focussing on the Plan's impact. In this manner, Evaluation and Follow-up are essential elements in view of understanding the Action Plan's impact on the effective building of Gender Equality and Citizenship.

**THE FIRST AREA 1.THE GENDER PERSPECTIVE IN ALL DOMAINS OF POLICY AS A REQUISITE FOR GOOD GOVERNANCE**

**1.1 – THE GENDER OBSERVATORY**

| Measures   | Entities involved in the execution | Process Indicators  | Result Indicators   | Timetable                                      |
|--|------------------------------------|---|---|--|
| <p><b>A</b> – To ensure the physical and technical conditions for the implementation of the Observatory.</p> | <p>PCM/CIG, MTSS</p>               | <p>To initiate procedures for the implementation of the Observatory.</p> <p>To define the mandate, composition, functioning and resources of the Observatory and its formal adoption.</p> | <p>Diagnoses and studies carried out and divulged.</p> <p>Information/awareness initiatives carried out.</p> <p>Evaluations carried out.</p> <p>Recommendations presented to the Government</p> | <p>2008</p> <p>While the Plan is in force.</p> |

**1.2 – PUBLIC POWERS , CENTRAL AND LOCAL ADMINISTRATION**

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| <p><b>A</b> – To increase the dynamics of female and male Councillor for Equality positions, as well as those belonging to Members of Interdepartmental Teams for Equality.</p> | <p>PCM/CIG</p> | <p>To develop a diploma proposal.</p> | <p>Diploma approved</p> | <p>2007/ First semester of 2008.</p> |
| <p><b>B</b> – To promote, in each Ministry, the elaboration of Sectorial Plans for Equality.</p>  | <p>PCM/CIG</p> | <p>To develop a diploma proposal.</p> | <p>Diploma approved</p> | <p>2007/ First semester of 2008.</p> |

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|   |                            |   |   | 50% of the Ministries up until the last day the Plan is in force.                         |
| C – To promote, by means of the CIG, the support needed for the implementation of the present Plan, jointly with the assessors to the Ministries, in order to guarantee the execution and follow-up of the Sectorial Plans for Equality.  | PCM/CIG                    | To create instruments to annually evaluate the follow-up on the execution of this measure.  | Annually verify the level of execution of this measure.   | While the Plan remains in force.  |
| D – To integrate the gender perspective in the legislation and in the principal political options, namely the National Plans, guaranteeing the opinion and viewpoints of the Commission for Citizenship and Gender Equality (CIG), regarding these matters, while equally promoting the evaluation of the impact of its implementation. | PCM/CIG and All Ministries | To present, whenever applicable, diplomas and principal policy options to PCM/CIG for consultation.   | Annually calculate the number of diplomas and principal policy options where the Gender Equality dimension has been integrated.   | While the Plan remains in force.  |
| E – To integrate the gender perspective in the government's annual budget as well as in the respective budgets of each Ministry ( <i>gender budgeting</i> ).  | All Ministries             | Creation of support instruments for <i>gender budgeting</i><br><br>Development of dynamic Training and Awareness initiatives regarding this matter, directed at the financial, management departments of Ministries.<br><br>To analyse appropriations set aside for each Ministry and | Annually calculate the number of training and awareness initiatives.<br><br>Annually calculate the number of services which have applied the methodology of <i>gender budgeting</i> . | Every year, a report on <i>gender budgeting</i> will be sent to the PCM by each Ministry. |

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|  |                                       | respective services in view of carrying out Gender Equality objectives.   |   |   |
| <b>F</b> – To standardise the indicators used in the Gender area to those adopted by the European Union Employment and Social Policy Council (EPSCO), promoting their integration into the Gender Profile of the National Institute of Statistics (INE), in view of overseeing the execution of the Beijing Platform for Action. | PCM/CIG/ INE and all other Ministries | To develop indicators and integrate them into Gender Profile of the National Institute of Statistics (INE).<br><br>To update and extend the National Institute of Statistics' database, keeping in mind the gender indicators of the Beijing Action Platform and the work carried out during each one of the U.E. Presidencies. | To annually calculate:<br>-Number of critical areas included in the Gender Profile;<br>- Level of updated data in each one of the critical areas.<br>- Number of new areas created. | While the Plan remains in force.                                |
| <b>G</b> – To ensure that all statistics presented by the government, which refer to persons, integrate variables according to sex, so that the presentation and the treatment of the data avoid the reinforcement of discriminatory stereotypes.  | PCM/ INE and all Ministries           | To prepare a legal diploma, its adoption and regulations.   | Diploma adopted and regulated.  | First semester of 2008.   |
| <b>H</b> – To guarantee that all subsidies, prizes or other distinctions, attributed or supported by public entities or public funds, national or communitarian, safeguard the perspective of Gender Equality.   | PCM and all Ministries                | To integrate the Gender perspective in regulations.   | Calculate the number of regulations that adopted this measure.  | Elaboration of Annual Report by Ministry to be sent to the PCM. |
| <b>I</b> – To assure that Gender dimension is included in the objectives, execution, evaluation and consequences of the  | PCM                                   | To integrate the Gender perspective in regulations.   | Calculate the number of regulations that adopted this measure.  | Elaboration of Annual Report by Ministry to be sent to the PCM. |

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| initiatives and projects financed by public, national or communitarian funds.   |  |  |   |   |
| J – To promote the inclusion, in the mission letters of Public Administration executives and whenever matters of this nature allow it, the compliance with goals relative to Gender Equality.   | PCM; Ministry of Finance and Public Administration | To promote instruments in view of analysing the adoption of goals relative to Gender Equality. | Annually calculate the number of mission letters, integrating the Gender Perspective.   | Elaboration of Annual Report by Ministry to be sent to the PCM. |
| <p>K – With reference to the management of human resources, to guarantee that the Plans, Activity Reports and Social Balances presented by Ministries and Services identify actions referring to:</p> <ul style="list-style-type: none"> <li>- The balanced representation of women and men in the decision-making process;</li> <li>- Measures taken in order to alter horizontal and vertical segregation;</li> <li>- The conciliation between professional, family and personal lives of men and women.</li> </ul> | All Ministries                                     | To monitor the Activity Plans and Reports of each Ministry.                                    | Identify and calculate positive action measures adopted and executed by each Ministry, including their impact on respective employees and on the Ministry's gender culture. | Elaboration of Annual Report by Ministry to be sent to the PCM. |

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| <p>L – To include the Gender Equality dimension in written and visual language, namely in printed papers, publications, documents and websites of Ministries and respective Services.</p> | <p>All Ministries</p> | <p>To approve Codes of Good Practice in view of using language that respects Gender Equality, particularly in the vocabulary of political representatives and public services.</p> <p>To monitor texts and images, present in documents and publications already edited or about to be edited by public powers, in accordance with the gender perspective.</p> | <p>To publish a Good Practice Guide in view of using language that respects Gender Equality.</p> <p>Calculate the number of documents and publications analysed and reviewed.</p> | <p>2008</p> <p>To be applied progressively in recently, elaborated documents and images or all those re-edited while the</p> |
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|   |                |   |  | Plan is in effect.                           |
| <b>M</b> – To develop studies concerning the impact of policies and actions set forth by each Ministry on men and women, since they may be used as support tools to be applied in decision-making processes.                      | All Ministries | To develop instruments in order to carry out impact studies.<br><br>To develop a study, analysing the gender impact.        | List of created instruments.<br><br>Analysis Reports based on gathered data. | 2008<br><br>While the Plan remains in force. |
| <b>N</b> – To include guidelines regarding the equal representation of women and men in the composition of jury contests, as well as in nominations for decision-making positions at all levels of Public Central Administration. |                | To create a legal diploma that may determine a balanced representation in all decision-making domains of the public sector. | Diploma created and approved.  | 2008   |
| <b>O</b> – To spread awareness throughout the City Halls for the purpose of creating and developing Municipal Plans that promote Equality.  | PCM/CIG        | To promote the execution of Protocols.  | To annually calculate the number of signed Protocols.                        | While the Plan remains in force.             |
| <b>P</b> – To prepare the judicial framework relative to each Local   | PCM/ DGAL CIG  | To define the competency profile of the Local Councillors for Equality.   | Calculate the number of Councillors for Equality.                            | Up until the end of 2008.                    |

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| Councillor for Equality, in view of furthering equal rights in all local policies, namely across Social Networks.  |   |  |   |  |
| Q – To gather and develop resources, instruments and materials, which may support the work of City Halls and other local entities.   | PCM/CIG   | To create a work group for the development of resources to be used.                        | Annually identify and calculate the number of support/aid measures created and applied.   | While the Plan remains in force.             |
| R – To promote in articulation with the Centre for Judicial Studies (CEJ), the training of judges regarding Gender Equality, with special emphasis given to the areas of Family Law, Minor Law, Labour Law and Criminal Law. | PCM/CIG, Ministry of Labour and Social Solidarity (MTSS), Ministry of Justice (MJ) and the CEJ            | To establish a protocol with the Centre for Judicial Studies (CEJ).                        | Calculate:<br>- Number of training sessions<br>- Number of trainees.  | 2007<br><br>While the Plan remains in force. |
| S – With respect to legal apprenticeships, to diffuse awareness regarding the integration in the <i>curricula</i> of modules which deal with the principal themes related to Gender Equality.                                | PCM/CIG   | To establish a protocol with the Law Society.  | Annually calculate the number of Gender Equality awareness activities/initiatives provided to the Law Society.<br><br>Annually calculate the number of people who have attended these activities/ sessions. | 2007<br><br>While the Plan remains in force. |
| T – To promote the training of Gender Equality to executives, supervisors, employees and agents, at the Central and Local Administration levels, as well as Councillors for Equality and members of interdepartmental        | PCM/CIG/ /CEFA/ (Autarchic Studies and Training Centre), MFAP/ INA (National Institute of Administration, | To establish protocols with the INA, CEFA and IEFP to promote training in Gender Equality. |   | First semester of 2008<br><br>While the Plan |

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| teams.  | MTSS/IEFP<br>(Professional<br>Employment and<br>training Institute). |  | To annually calculate: the number of<br>Gender Equality training sessions<br>(IG).<br><br>- Number of participants calculated<br>according to each professional<br>category. | remains in force. |
| <b>U</b> – To provide training and<br>awareness in the area of Gender<br>Equality to all participants taking<br>part in the management and<br>development of the National<br>Strategic Reference Framework<br>(QREN). | PCM/ CIG,<br>All<br>Ministries                                       | To promote training and spread awareness to all<br>intervening participants in the QREN. | Calculate the number of initiatives<br>and the number of participants  | Begin in 2007     |

**THE SECOND AREA – THE GENDER PERSPECTIVE IN THE PRINCIPAL DOMAINS OF POLICY**

**2.1 – EDUCATION, RESEARCH AND TRAINING**

| <b>Measures</b>   | <b>Entities involved in<br/>the execution</b>   | <b>Process Indicators</b>   | <b>Result Indicators</b>                             | <b>Timetable</b>                    |
|---|---|---|--|-------------------------------------|
| <b>A</b> – To promote the integration<br>of gender dimension not only in<br>the specifications of<br>competence profiles but equally<br>in the training profiles of<br>educational professionals. | PCM/CIG, ME (Ministry<br>of Education) / CFAEs<br>(School Association<br>Training Centre) | Ministry of Education guidelines.<br><br>To establish protocols with Universities, Polytechnic<br>Institutes and other academic institutions. | Calculate:<br><br>- Number of established protocols. | While the Plan remains<br>in force. |

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|  |                              | To develop accredited sessions encompassing modules on Gender.  | <p>- Number of accredited sessions on Gender Equality carried out to date, calculated by subject matter, theme and/or intervention, by targeted public professionals, by academic grade/level and by training entities;</p> <p>- Number of people who complete the accredited training sessions, calculated according to sex, by subject matter, theme and/or intervention and by academic grade/level.</p> |                                   |
| B – To spread awareness to other educational agents, such as families, most particularly by means of Parent and Mother Associations as well as educational representatives responsible for the integration of Gender Equality in the educational system. | PCM/CIG, ME                  | To establish protocols between the PCM/ CIG, ME and other agents.   | <p>Annually calculate the number of established protocols.</p> <p>Annually evaluate the results of these protocols.</p>   | While the Plan remains in effect. |
| C – Law n. 47/2006, of the 28th of August, which defines the evaluation system, certification  | PCM/CIG, ME and other agents | To prepare and reveal check-lists destined to the Evaluation Commissions and Schools, to be used in the analysis of materials in accordance with the Gender | <p>Annually calculate:</p> <p>- The number of school manuals evaluated to date by the Evaluation</p>  | To begin in 2008                  |

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| <p>procedures and the adoption of primary and secondary models, should become operational, in the sense that it should include gender dimension in the quality criteria applied to the publication of pedagogical materials, both written and multimedia types, and this may be mainly achieved by sharing knowledge and awareness with the authors of school manuals and their respective editors.</p> |                                  | <p>theme.</p> <p>To spread awareness to the authors of school manuals and their respective editors, regarding the gender theme.</p>   | <p>Commission, in accordance with the gender dimension.</p> <p>Annually calculate</p> <ul style="list-style-type: none"> <li>- The number of awareness activities/initiatives;</li> <li>- The number of participants;</li> </ul>  | <p>While the Plan remains in force.</p>  |
| <p>D – To promote educational and professional guidelines without gender stereotypes.</p>   | <p>PCM/CIG, MTSS/IEFP, ME</p>    | <p>Ministry of Education Guidelines.</p> <p>To develop and divulge materials, respectful of educational and professional guidelines that promote Gender Equality.</p>   | <p>Implement the use of the planned support materials.</p> <p>Annually prepare a list, containing a description of specifically, promoted initiatives by schools and other educational/ training institutions in this domain.</p> | <p>To begin in the 2008/ 09 academic year.</p> <p>While the Plan remains in force.</p> |
| <p>E – To reinforce educational and professional (re)qualification and certification, especially in technological areas, particularly directed to girls and women, as well as family care and Social</p>  | <p>ME, MTSS and other agents</p> | <p>In terms of offer, calculate the number of professionally, qualified teachers/trainers of young persons (both sexes), by establishment/ school, by taught/trained subject, by region and by professional areas.</p> <p>To encourage support to the areas in need, previously</p> | <p>Diagnostic Report</p> <p>Annually calculate the number of girls and boys who attend and complete</p>   | <p>To begin in the 2008 /09 academic year.</p> <p>While the Plan remains</p>           |

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| Aid areas particularly directed towards men and boys.  |                           | identified in the Diagnostic Report.   | the diverse Educational/Training sessions, by professional area and region.<br><br>Calculate number of aids/support made available to these areas.   | in force.   |
| F – To integrate the Gender theme as a structured, main goal in the School Curriculum, as well as in the diverse dimensions of Education and lifelong Training, namely by applying it to projects and civic education. | ME, MTSS and other agents | To promote campaigns on Equality, involving the school community.<br><br>To promote the continuous insertion of Gender Equality modules in present and future training sessions.<br><br>To integrate within the ambit of Civic Education and Project Areas, a module on Equal Opportunities. | Annually calculate:<br><br>- Number of schools that promote campaigns.<br><br>- Total number of training courses which included modules on Gender Equality.<br><br>- Number of persons broken down by sex which attended these modules.<br><br>- Number of training sessions which integrated modules on Gender Equality | To begin in the 2008 /09 academic year.<br><br>While the Plan remains in force. |
| G – To integrate in the organisation and functioning of  | PCM/CIG, ME, MTSS         | Ministry of Education Guidelines.  | Annually identify the number of Educational Letters with specific  | While the Plan remains  |

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| <p>schools and other educational and training institutions, the perspective of gender equality in order to prevent discrimination and violence, as well as guaranteeing the interaction of both sexes in their daily school activities.</p> | <p>and other agents</p>    |  | <p>preoccupations in the domain of Gender-Based Equality, as well as the number of School Regulations which have caused specific worries in this domain.</p>   | <p>in force.</p>                        |
| <p><b>H</b> – By means of the Science and Technology Foundation (FCT), to promote the reinforcement of research in all domains of gender relations and equality policies between women and men.</p>   | <p>PCM/CIG, MCTES/FCT</p>  | <p>To occasionally renovate the collaboration protocol between the PCM/CIG and the FCT in view of financing research projects in the domain of gender-based, social relations and policies for Equality between Women and Men.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of eligible projects which are financed by the FCT, by institution and by scientific area;</li> <li>- Percentage of women researchers involved in financed, project research teams, as well as the percentage of women researchers, responsible for these projects.</li> <li>- Number of initiatives and products which divulge the financed, research products.</li> </ul> | <p>While the Plan remains in force.</p> |
| <p><b>I</b> – To promote aid and support to Research Centres which are dedicated to Gender Studies, to</p>  | <p>PCM/CIG, MCTES/ FCT</p> | <p>Identify the types of support/aid provided to Research Centres.</p>   | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>-The number of Research Centres which received support/funds from</li> </ul>   | <p>While the Plan remains in force.</p> |

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| publications related to this theme and to the disclosure of equal rights between men and women, while equally reinforcing post graduate training in this domain.  |                   |   | <p>the FCT, by type and by scientific area.</p> <ul style="list-style-type: none"> <li>- The number of studies carried out.</li> <li>- The number of publications and their respective disclosure.</li> </ul> |   |
| J – To promote Gender Equality awareness within Institutions of Higher Learning.  | PCM/CIG           | To develop awareness initiatives in Universities and Polytechnic Institutes.  | Annually calculate the number of awareness initiatives carried out and the number of participants.  | While the Plan remains in force.                |
| K – To define jointly with the competent organisations, training profiles and respective training references as well as developing support tools and materials needed in the training of Gender Equality. | PCM/CIG, ME, MTSS | <p>To carry out a study, in view of evaluating the Training references in force in this domain as well as preparing a list of recommendations for the elaboration of a new system of references.</p> <p>To define and develop materials and tools which support training in Gender Equality.</p> <p>To promote the disclosure of the Training references considered most pertinent.</p> | <p>Calculate:</p> <ul style="list-style-type: none"> <li>- The number of profiles, tools and support materials developed.</li> <li>- The number of Training references presented and adapted.</li> </ul>      | <p>To begin in 2008</p> <p>To begin in 2009</p> |

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| <p><b>L</b> – To promote, in collaboration with the competent organisations, the Certificate in Professional Aptitude for trainers in Gender Equality.</p> | <p>PCM/ CIG, MTSS/ IEFP, ME/ ANQ, and other agents</p> | <p>To develop and validate the Training Certification of trainers in this domain.</p> | <p>To annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of completed and certified training sessions provided to trainers in Gender Equality.</li> <li>- The number of certified trainers.</li> </ul> | <p>To begin in 2008</p> <p>While the Plan remains in force.</p> |
| <p><b>M</b> – To spread awareness and provide training in Gender Equality to a strategic public.</p>   | <p>PCM/ CIG, MTSS</p>                                  | <p>Develop awareness initiatives and training sessions.</p>                           | <p>Annually calculate the number of initiatives and sessions carried out (starting from 60).</p>  | <p>While the Plan remains in force.</p>                         |

## 2.2 – FINANCIAL INDEPENDENCE

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| <p><b>A</b> –To develop entrepreneurship as a means to mobilize women towards active, economical lives, promoting self-employment.</p> | <p>PCM/CIG, MTSS, MEI (Economy and Innovation Ministry)</p> | <p>To promote training courses to encourage entrepreneurship, namely in management.</p> <p>To publish success case-stories of women entrepreneurs.</p> <p>To generate financial support for projects associated with female entrepreneurship.</p> | <p>Annually calculate the number of training sessions that deal with the entrepreneurship theme as well as the number of persons who attended these sessions.</p> <p>Count the number of success stories published.</p> <p>Calculate the number of women who have recourse to this type of support.</p> <p>Annually calculate the number of</p> | <p>To begin in 2008</p> |
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|   |                                 |   | companies run by women.   |   |
| <b>B</b> – To stimulate the establishment of innovative solutions in incentives and in the increased access to instruments, which may financially support female entrepreneurship activities that pursue economical and social objectives, consistent with Gender Equality. | PCM/CIG, MTSS, MEI, MAOTDR/CCDR | To reveal incentives for female entrepreneurship.   | Annually calculate incentives provided to women entrepreneurs.  | To start in 2008 and continue while the Plan remains in effect. |
| <b>C</b> – To develop qualified, female entrepreneurship as an innovative instrument and regenerator of regional and urban, economical and sectorial activity.  | MEI, MAOTDR/CCDR                | To publish success case-stories of women entrepreneurs.<br><br>To generate financial support for projects associated with qualified, female entrepreneurship. | Calculate:<br><br>- The number of success stories published.<br><br>-The number of women who have recourse to this type of support. | While the Plan remains in force.                                |

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|  |                            |   | Annually calculate the number of companies run by women in qualified areas.   |  |
| D – To reinforce information and awareness regarding the advantages and potentialities of micro-credit associated with the creation of jobs and the financing of small and medium-sized companies, consequently boosting female entrepreneurial interventions. | MEI, MTSS                  | To promote a national, awareness campaign on the benefits of micro-credit.  | Evaluate the impact of the campaign, annually calculating the number of women who resort to micro-credit.                                   | To start in 2008 and continue while the Plan remains in force. |
| E – To promote Associations of Women Entrepreneurs, namely by means of developing service and product networks, using new technologies as a means of creating national and international partnerships, while   | PCM/CIG, MTSS, MEI, MAOTDR | To develop a campaign that raises awareness, regarding company associations directed at women, namely concerning the importance of advertising and marketing their products and services. | To gather the success stories and accounts of women entrepreneurs, publishing and revealing them on the internet and by means of the media. | To start in 2008 and continue while the Plan remains in force. |

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| equally sharing support and divulging promising, entrepreneurial practices.  |               |   |   |   |
| <b>F</b> – To upgrade and divulge diagnostic studies regarding the evolutionary presence of women in management positions or as directors of medium and large sized companies.   | PCM/INE, MTSS | To support the carrying out of a diagnostic study.  | The study is published.   | 2009  |
| <b>G</b> – To diminish horizontal segregation in the labour market by encouraging companies to promote the active creation of job opportunities for the underrepresented sex, particularly in gender marked professions. | MF, MEI, MTSS | By means of an incentives system, to support companies that foster the active creation of jobs for the underrepresented sex.<br><br>To proceed with the systematic update of Decree 1212, of the 26th of December, 2000, relative to professions significantly marked by gender-based discrimination. | Annually calculate:<br>- The number of entities which resort to this system of incentives.<br>- The number of men in positions traditionally held by women and the number of women in mainly male professions.<br><br>Publish a list of the professions in which the inequalities between Men and Women are more accentuated. | To begin in 2008.<br><br>While the Plan remains in force. |

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| <p><b>H</b> – To reinforce the occurrence of lifelong training, namely in information and communication Technologies (TIC's), in view of increasing the capabilities of women with respect to labour market conditions.</p>          | <p>MTSS, MEI</p>          | <p>To promote training sessions as a way of enabling women workers to participate in the new, organisational structures of the Job market.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of companies which offer training sessions to their employees, breaking down the data by sex.</li> <li>- The number of participants in these training sessions.</li> </ul> | <p>To begin in 2008</p> <p>While the Plan remains in force.</p> |
| <p><b>I</b> – To spread knowledge and awareness to public and private, Employment and Professional Training agents, regarding the importance of offering and divulging professional, non-discriminatory options based on Gender.</p> | <p>PCM/CIG; MTSS</p>      | <p>To promote awareness and training in gender-based equality.</p>   | <p>Annually calculate:</p> <p>The number of training sessions and the number of participants.</p> <p>To carry out a study on the impact of awareness and training in gender equality.</p>   | <p>2008</p> <p>To initiate in 2008 and present in 2010</p>      |
| <p><b>J</b> – To reiterate to public companies, the disclosure of the mechanisms</p>   | <p>PCM/CIG, MTSS, MEI</p> | <p>To create a system of references in view of developing and managing the Plans for Equality in companies and respective instruments.</p>     | <p>Annually calculate the number of public companies that adopt Plans for Equality</p>  | <p>2008</p>   |

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| <p>required for the adoption of the Plans for Equality, in accordance with the Resolution of the Council of Ministers N. 49/2007, of the 28<sup>th</sup> of March, which approves the principles of good governance for companies operating within the Government sector.</p> |                           | <p>To develop a support guide to be used in the elaboration and management of the Plans for Equality.</p>  | <p>Evaluate the implementation of the Plans for Equality</p>   | <p>2010</p>  |
| <p>K – To promote the social responsibility of private sector companies by means of divulging the mechanisms needed for the implementation of the Plans for Equality.</p>   | <p>PCM/CIG, MTSS, MEI</p> | <p>To promote awareness initiatives directed at companies.</p> <p>To create a support guide in view of preparing and managing Plans for Equality, as well as revealing the advantages of its adoption.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of awareness initiatives/actions.</li> <li>- The number of entities which adopted Plans for Equality.</li> </ul> <p>Publish and distribute the support guide.</p> | <p>While the Plan remains in force.</p> <p>2008</p> <p>Annually and while the Plan remains in force.</p> |

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| <p><b>L</b> – To reveal the best practices, namely through the attribution of distinctions, such as the Award “Equality is Quality” and other initiatives.</p>                                  | <p>PCM/CIG, MTSS/CITE</p> | <p>To annually organise the necessary procedures in order to give out the “<i>Equality is Quality</i>” award.</p>  | <p>To reveal the company elected as a symbol and example of best practices.</p> | <p>Annually and while the Plan remains in force.</p>             |
| <p><b>M</b> – To define guidelines so that the negotiations of collective labour conventions may integrate the development and execution objectives of the Plans for Equality in companies.</p> | <p>MTSS</p>               | <p>To define the guidelines for the implementation of the Plans for Equality in the negotiations of collective conventions.</p>  | <p>To publish and divulge guidelines.</p>                                       | <p>To begin in 2008 and continue while the Plan is in force.</p> |
| <p><b>N</b> – To promote the carrying out and upgrade of studies regarding salary disparities between men and women.</p>  | <p>MTSS</p>               | <p>To develop a study by sector and by region, encouraging the thorough analysis of the monitoring system in place.</p>  | <p>To annually publish the most relevant studies developed in this area.</p>    | <p>To begin in 2008 and continue while the Plan is in force.</p> |
| <p><b>O</b> – To promote the effective execution of the equal treatment principle</p>   | <p>PCM/CIG, MTSS/CITE</p> | <p>To nationally promote a campaign that raises awareness and draws attention to the importance of the Equality principle between Women and Men in increasing access to employment, in career promotions</p> | <p>To distribute the campaign by diverse means of communication.</p>            | <p>To begin in 2008.</p>   |

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| <p>between women and men in such areas as career progression, access to employment and in decision-making positions.</p>  |                           | <p>and reaching decision-making positions, as well alerting people to discriminatory situations based on gender stereotypes.</p>                        | <p>To evaluate the impact of this awareness campaign.</p> <p>To develop a comparative study analysing discriminatory cases based on sex.</p>   | <p>2009</p>   |
| <p><b>P</b> –To promote the reinforcement of fiscal mechanisms, applied by the Authority for Working Conditions, in the identification of discriminatory cases based on sex, namely in negotiations and collective labour conventions, as well as in forms of precarious and parallel labour.</p> | <p>MTSS</p>               | <p>To spread awareness and train the technicians employed by the Authority for Working Conditions to identify and penalise cases of discrimination.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of technicians who attended the training sessions;</li> <li>- The progression in the number of identified, discriminatory cases.</li> <li>- Number of processes arising from infractions;</li> <li>- Number of infractions subject to a penalty.</li> </ul> | <p>While the Plan remains in force.</p> <p>2010</p> |
| <p><b>Q</b> – To promote the inclusion of a module concerning Gender Equality in initial and continuous, professional training courses.</p>   | <p>PCM/CIG, MTSS/IEFP</p> |   | <p>Annually calculate the number of training sessions required to complete the module.</p>   | <p>While the Plan remains in force.</p>             |

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| <b>R</b> – To motivate and make social partners aware of the advantages of integrating the gender perspective in company culture, as a social and economical, development factor for the job market. | PCM/CIG, MTSS/CITE | By means of a campaign, to make the social partners aware of their responsibilities in promoting and integrating the gender perspective in company culture, as a social and economical, development factor. | Evaluate the impact of the campaign.                   | To begin in 2008   |
| <b>S</b> – To divulge the contents of Article 23, N.3 of the Labour Code, as a way of reinforcing the fight against moral and sexual harassment in the workplace.                                    | MTSS, MEI          | To develop and reveal in conjunction with social partners, informative leaflets concerning the previously referred to legislation.  | Annually calculate the number of distributed leaflets. | To begin in 2008 and continue while the Plan is in effect. |
| <b>2.3 – THE CONCILIATION BETWEEN PROFESSIONAL, FAMILY AND PERSONAL LIFE</b>   |                    |   |  |  |
| <b>A</b> – To promote awareness initiatives, regarding rights relative to an employee's maternity or   | PCM/CIG, MTSS/CITE | To promote a national, awareness campaign in order to inform the general population of their rights relative to the enjoyment of maternity and paternity leaves.  | To evaluate the impact of the campaign.                | To begin in 2008 and continue while the Plan is in force.  |

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| <p>paternity leave, as well as to special parental licenses when assisting a biological or adopted child.</p>   |                           |  |  |  |
| <p><b>B</b> – To review the rules relative to maternity and paternity leaves, reducing the negative, gender impacts of the actual system.</p>   | <p>PCM/CIG, MTSS/CITE</p> | <p>To evaluate the rules relative to maternity and paternity leaves and to propose legislative alternatives accordingly.</p>   | <p>To publish elaborated study.</p> <p>To calculate the number of altered, legislative measures and proceed with their disclosure.</p>   | <p>To start in 2008 and continue while the Plan is in effect.</p>                        |
| <p><b>C</b> – To promote awareness and the dissemination of innovative practices to public and private employers as well as to the general public, concerning the reconciliation of professional, family and personal life.</p> | <p>PCM/CIG, MTSS/CITE</p> | <p>To promote legal instruments that may support the conciliation between family, personal and professional life.</p> <p>To provide training and spread awareness.</p> <p>To carry out occasional surveys concerning time use, using the methodology developed by EUROSTAT, in</p> | <p>To calculate the number of altered, legislative measures and proceed with their disclosure.</p> <p>To annually calculate:</p> <ul style="list-style-type: none"> <li>- Number of training sessions and awareness initiatives carried out.</li> <li>- Number of persons who attended sessions or participated in initiatives.</li> <li>- Number of materials developed/ distributed</li> </ul> <p>Annually prepare an analysis report on</p> | <p>To begin in 2008 and continue while the Plan is in force.</p> <p>To begin in 2008</p> |

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|  |                    | order to evaluate the amount of time spent by men and women on non-paid tasks.  | the use of time.  |  |
| D – To improve the quantity, quality, flexibility and financial access to support and dependent structures by means of: (i) the adequate training of people; (ii) stimulating inter-generational solidarity and neighbouring networks; (iii) development of incentives in order to introduce flexible working hours in retail sales, social and support services, and other similar services, (iv) the reinforcement of in-home supportive services for families with dependent persons. | PCM/CIG, MTSS/CITE | <p>Develop pluridisciplinary training sessions for formal and informal care assistants, valuing their dignity.</p> <p>To spread awareness to the various agents regarding flexible, working hours.</p> <p>To reinforce the financing of in-home supportive services.</p> <p>Reveal the Quality Management of Social Responses Manual and monitor its application.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of training sessions carried out;</li> <li>- The number of persons who attended the training sessions;</li> </ul> <p>Analyse the impact of the available, financial resources.</p> <p>Verify the increase in home supportive services.</p> | To start in 2008 and continue while the Plan is in effect. |
| E - To carry out measures oriented towards the   | PCM/CIG; MTSS      | Reveal the Programme for the Extension of the Social Equipment Network (PARES).   | Annually calculate the number of projects, approved within the ambit of the Programme, which deal with the  | Up until the last day the plan is in force.                |

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| conciliation between professional, family and personal life by means of the Programme for the Extension of the Social Equipment Network (PARES).  |  |   | conciliation between a professional activity and family and personal life.          |  |
| <b>F</b> –To develop integrated, publicity campaigns regarding the sharing of domestic responsibilities.  | PCM/CIG; MTSS; GMCS                      |   | Calculate the number of campaigns carried out and evaluate their respective impact. | To begin in 2008 and continue while the Plan is in force.  |
| <b>G</b> – To develop policies that support responsible parenting, in conformity with and respect for the different forms of family organisation. | PCM/CIG, MTSS/CITE, ME and other agents. | To improve the legal, support framework for responsible maternity and paternity, namely with respect to the integration of parental training in child support mechanisms. | Instruments created and approved.   | To start in 2008 and continue while the Plan is in effect. |
| <b>H</b> – To reinforce parental training, keeping in mind the equal sharing of tasks and the diversity of important, intervening                 | PCM/CIG, MTSS, ME and other agents.      | To thoroughly analyse referentials concerning parental Education.   | Publish and reveal the referentials.<br><br>Annually calculate the number of        | To start in 2008 and continue while the Plan is in effect. |

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| participants, in view of changing gender-based, stereotypical attitudes and behaviours.  |                   | Establish protocols with different agents of civil society in order to develop training on parental education.  | established protocols and evaluate their impact. |                  |
| I – To diffuse awareness and to inform significant, intervening participants at technical and political levels, as well as the general public about the right and duty of parents and mothers to the active exercise of parenting, namely in regulation cases of paternal power. | PCM/CIG, MTSS, MJ | Develop a national, awareness campaign on the rights and duties of parents regarding the responsible exercise of paternity.   | To evaluate the impact of the campaign.          | 2008<br><br>2010 |
| <b>2.4 – INCLUSION AND SOCIAL DEVELOPMENT</b>  |                   |   |  |                  |
| A – To perfect the mechanisms which support single parent families, monitoring the respective itineraries of professional and  | MTSS              | To integrate in the monitoring process of support mechanisms for single parent families, an indicator relative to the relation between single parenting, gender and its consequences. | The integration of the indicator.                | To start in 2008 |

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| social inclusion.  |  |  |  |  |
| <b>B</b> - To evaluate the calculation mechanisms applied to current pensions, namely with respect to the integration of factors linked to non-remunerated activities.                     | MTSS                                     | To identify the consequences of attributing to pensions and retirement plans, certain non-remunerated activities to be, eventually, introduced in the calculation of pensions and retirement plans.  | To write out an Analysis Report on the matter.   | To begin in 2008 and continue while the Plan is in effect. |
| <b>C</b> - To improve the quality of life of elderly women.  | MTSS e MS                                | To create the necessary, support mechanisms in view of improving the quality of life of elderly women.   | Mechanisms created and approved.   | While the Plan remains in force.                           |
| <b>D</b> - To divulge to women and men migrants as well as to cultural and ethnic minorities, information regarding their rights and duties in matters of citizenship and gender equality. | PCM/CIG/ACIDI, MAI/SEF and other agents. | To establish protocols between the PCM/CIG, the ACIDI, the SEF and NGO's.<br><br>To develop informative leaflets in diverse languages, that would be distributed throughout the communities of immigrants and cultural and ethnic minorities.<br><br>To organise work groups which would visit these communities, providing information regarding the rights and duties of women and men migrants. | Annually calculate:<br>- The number of established protocols;<br>- The number of leaflets published and distributed in several languages.<br>- Calculate the number of people approached by the work teams and evaluate the impact of the distributed information. | To start in 2008 and continue while the Plan is in force.  |

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| <p><b>E</b> – To promote information and training programs in competencies within the domains of the Portuguese language, information and communication technologies as well as technical Portuguese courses and citizenship education.</p> | <p>PCM/ACIDI, MTSS/IEFP, ME and other agents.</p> | <p>To increase the number of Portuguese language and new technologies training courses, specifically targeting migrant communities as well as cultural and ethnic minorities.</p> | <p>Annually calculate the number of courses available and the number of trainers.</p>         | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p><b>F</b> – To spread awareness and information regarding the full compliance with mandatory schooling and the continuation of lifelong learning with educational and training courses.</p>   | <p>PCM/ACIDI; MTSS/IEFP; ME and other agents.</p> | <p>To promote awareness campaigns on the importance of complying with mandatory schooling, targeting the migrant communities as well as cultural and ethnic minorities.</p>       | <p>Annually calculate the number of campaigns, mentioning the target population involved.</p> | <p>While the Plan remains in force.</p>                           |
| <p><b>G</b> – To support the entrepreneurial opportunities of migrant women and ethnic minorities.</p>  | <p>PCM/ACIDI; MTSS/IEFP</p>                       | <p>To create specific mechanisms in view of supporting the entrepreneurial opportunities of migrant women and ethnic minorities.</p>  | <p>Annually calculate the number of women approached.</p>                                     | <p>To begin in 2008 and continue while the Plan is in force.</p>  |

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| <p>H – To develop warning and preventive measures, regarding traditional practices that constitute Human Rights violations.</p>   | <p>PCM/ACIDI/PCM/CIG, MS and other agents.</p> | <p>To promote awareness campaigns on Human Rights and the culturally, traditional practices which violate them, as well as on the respective warning mechanisms.</p>                            | <p>Annually calculate the number of campaigns / target population involved.<br/><br/>To prepare a comparative analysis, outlining the number of identified cases before and after the awareness campaigns.</p> | <p>To start in 2008 and continue while the Plan is in effect.<br/><br/>2010</p> |
| <p>I – To promote the involvement of migrant women and cultural and ethnic minorities in associative movements and in decision-making processes, participating in political, economical, and social life.</p>                 | <p>PCM/ACIDI, PCM/CIG and other agents.</p>    | <p>To spread awareness on the importance of public and active participation to the migrant communities, as well as informing them about types of support.</p>                                   | <p>Annually calculate the number of initiatives developed and the number of participants involved.</p>   | <p>To start in 2008 and continue while the Plan is in effect.</p>               |
| <p>J– To improve the participation and access of migrant men and women and cultural and ethnic minorities to socio-cultural life, and to promote their active involvement, namely by supporting migrant associations with</p> | <p>PCM/ ACIDI, MC, ME</p>                      | <p>To promote socio-cultural initiatives that take into consideration diverse, ethnic origins.<br/><br/>To provide financial aid to migrant associations, dedicated to socio-cultural ends.</p> | <p>Annually identify the number of associations and developed initiatives.</p>   | <p>To begin in 2008 and continue while the Plan is in effect.</p>               |

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| socio-cultural ends.  |             |  |   |  |
| <b>2.5 – HEALTH</b>   |             |  |   |  |
| <b>A</b> – To implement a system of indicators relevant to the health and gender areas, as developed by the World Health Organisation.  | MS, PCM/INE | To apply the system of indicators to the health and gender areas. (OMS)  | Annually calculate the number of services using the indicators. | To start in 2008 and continue while the Plan is in effect.   |
| <b>B</b> – To promote research that identifies the differences in attitudes and practices between Men and Women in relation to health.  | MS          | To encourage the elaboration of studies in this area.  | Identify and publish the most relevant studies.                 | To begin in 2008 and continue while the Plan is in effect.<br><br>Presentation of studies in 2010. |
| <b>C</b> – To improve the access conditions to health and to reinforce its respective prevention programmes, keeping in mind specific aspects related to men and women throughout | MS          | Targeting health professionals, to promote a campaign that raises awareness and focuses on the specific aspects of women's and men's health. | Identify the impact of the campaign.                            | To start in 2008 and continue while the Plan is in effect.<br><br>2010                             |

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| their life cycles.   |                                   |   |  |  |
| <b>D</b> – To ensure that academic and professional internships, developed in health units, include the gender perspective.  | MS, MCTES                         | To include gender modules in academic and professional internships.   | Annually calculate the number of persons who attended the sessions.                                      | To begin in 2008 and continue while the Plan is in effect. |
| <b>E</b> – Keeping in mind specific aspects related to women and men, to reinforce education, reflection and awareness regarding sexual and reproductive health, namely with reference to the prevention of risk behaviours and violence in the area of sexuality. | PCM/CIG, MS, ME and other agents. | To prepare a Best Practices Guide and develop resources concerning sexual health.   | Annually calculate the number of published and distributed guides.                                       | To be edited in 2008 and while the Plan remains in force.  |
| <b>F</b> – To reinforce services, concern and caution in matters of sexual and reproductive health, in view of   | MS and other agents.              | Promote awareness initiatives on the practice of safe sex throughout the different life cycles to health professionals that provide services / information on sexual and reproductive health. | Annually calculate the number of initiatives and the number of participants, broken down by age and sex. | To start in 2008 and continue while the Plan is in effect. |

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| promoting the practice of safe sex throughout the various life cycles, namely with respect to adolescents, diminishing the adolescent pregnancy rate while equally proceeding to the treatment of Sexually Transmitted Diseases and sexual violence. |                      |  |   |  |
| G – To follow-up on the effects of applying the Voluntary Interruption of Pregnancy Law.   | MS and other agents. |  | Calculate the number of registered voluntary interruptions of pregnancy in hospitals, carried out in accordance with the legislation. | To start in 2008 and continue while the Plan is in effect. |
| <b>2.6 – LAND USE AND THE ENVIRONMENT</b>  |                      |  |   |  |
| A –To integrate the gender dimension in the policies of urban planning and land development.   | MAOTDR/ CCDR         | To consult guidelines emitted in this area.<br><br>To carry out studies on the extent of the integration of gender development on the territory. | Publish the most relevant studies in this area.   | To start in 2008 and continue while the Plan is in effect. |

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| <p><b>B</b> – Namely keeping women in mind, to stimulate the greater use of incentives for the development of activities linked to nature and biodiversity conservation.</p>  | <p>MAOTDR/ CCDR, MEI</p> | <p>To reveal the already, existing incentives.</p>  | <p>Monitor their revelation.</p>   | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p><b>C</b> – To reinforce the accessibility, quality and adaptability of public transport to the needs of men and women, ensuring routes which facilitate the conciliation between professional, family and personal life.</p> | <p>MOPTC; MAOTDR</p>     | <p>To integrate the gender dimension in the protocols of public, transport companies.</p>   | <p>Evaluate the level of improvement in terms of accessibility.</p>  | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p><b>2.7 – <u>PHYSICAL ACTIVITY AND SPORT</u></b></p>  |                          |   |  |   |
| <p><b>A</b> – To promote the integration of gender dimension in policies and sport practice, valuing the underrepresented sex.</p>  | <p>PCM/CIG/IND</p>       | <p>To financially support entities, promoting a balanced participation of both sexes in diverse sports.</p> <p>To encourage the creation and dissemination of</p> | <p>To evaluate the degree of male and female participation in sports.</p> <p>Presentation of the pedagogical tools that integrate the gender dimension</p> | <p>To start in 2008 and continue while the Plan is in effect.</p> |

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|   |               | pedagogical practices encompassing the gender dimension.   | and provide support to the practice of sports.<br><br>To annually verify the participation increase of girls and women in sports. |  |
| <b>B</b> – By means of contract programmes, sports agents and particularly sports federations should be held responsible for the equal and non-discriminatory participation of both sexes in the practice of sport. | PCM/IND       | To monitor the inclusion of balanced, gender-based participation in contract-programmes and throughout the different cycles of life.   | Annually evaluate contract programs.<br><br>Annually calculate the participation increase of girls and women in sport.            | To start in 2008 and continue while the Plan is in effect. |
| <b>C</b> – To encourage the media to broadcast programs concerning the role of women in sport.  | PCM/IND; GMCS |  | Annually calculate the number of programmes carried out in this domain.   | To start in 2008 and continue while the Plan is in effect. |
| <b>D</b> – To reduce the <i>gender gap</i> in sports prizes.  | PCM/CIG/IDN   | To create instruments that identify the structuring elements related with the <i>gender gap</i> , while equally writing out proposals in view of implementing the necessary alterations. | Evaluate the extent of implemented proposals.   | To start in 2008 and continue while the Plan is in effect. |
| <b>E</b> – To follow up on the elaboration of the   | PCM/ IDN      | Monitor sport indicators, broken down by sex.  | To annually present indicators and  | To start in 2008 and continue while the Plan               |

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| National Sports Charter, and to spread information regarding the humanitarian dimension, identifying gender-based participation.   |         |   | national statistics.   | is in effect.  |
| <b>F</b> – To encourage the creation and adoption of Municipal Sports Charters that may integrate the gender dimension in all sports domains.  | PCM/IDN | To evaluate the impact of gender on sports policies and on the use of infrastructures.  | To annually publish data, broken down by sex.  | To start in 2008 and continue while the Plan is in effect. |
| <b>G</b> – To make sponsors and sports agents aware of their responsibility in complying with the requirements set forth in Article 2 of Law n. 5/2007, of the 16 <sup>th</sup> of January (The Basic Law on Physical Activity and Sport). | PCM/IDN | To spread awareness to sponsors and other agents.<br><br>Monitor the application of Law n. 5/2007, of the 16 <sup>th</sup> of January (The Basic Law on Physical Activity and Sport). | Annually calculate the number of awareness initiatives and the number of participants.<br><br>Annually calculate the number of fiscal activities carried out (in accordance with Article 7 of the Basic Law on Physical Activity and Sport). | To start in 2008 and continue while the Plan is in effect. |
| <b>H</b> – To promote equal participation in all decision-making organisations and   | PCM/IDN | Spread awareness to sports federations and the Olympic Committee.   | Annually calculate the number of representatives, broken down by sex.  | To start in 2008 and continue while the Plan is in effect. |

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| institutions within the sports sector.  |              |  |   |  |
| I – To fight against harassment and sexual abuse in sport.  | PCM/ IND     | Spread awareness to sports agents regarding this domain.   | Annually calculate the number of awareness initiatives and the number of participants.                                    | To start in 2008 and continue while the Plan is in effect. |
| <b>2.8 – CULTURE</b>  |              |  |   |  |
| A – To guarantee a balance in the attribution of scholarships and subsidies, thereby boosting the representation of the underrepresented sex. | MC           | To include the gender perspective in scholarship and subsidy regulations.                            | Annually calculate the number of attributed scholarships, broken down by sex.   | To start in 2008 and continue while the Plan is in effect. |
| B – Concerning cultural prizes and awards, to integrate the equal representation of men and women in the attribution criteria.                | MC           | To introduce in award/ prize regulations, a section on the balanced representation of men and women. | Approve and present regulations.<br><br>To calculate the annual percentage of awards/ prizes attributed to women and men. | To start in 2008 and continue while the Plan is in effect. |
| C – To integrate the gender perspective   | PCM/ CIG; MC | To create a system of references concerning Gender Equality training in culture.                     | Annually calculate:   | To start in 2008 and continue while the Plan               |

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| in the training of cultural agents.   |  | To spread awareness to cultural programmers and other agents, regarding the integration of the gender perspective in cultural programmes.                                       | - The number of cultural agents approached.<br>- Number of initiatives carried out.  | is in effect.  |
| <b>D</b> – To further the visibility of women's contributions to the various spheres of life, namely to Culture, to History, to the Economy, to Science and Politics. | MC, as well as all other Ministries involved in the areas of intervention. | To promote television programmes in public channels providing visibility to women in several domains.   | Annually calculate:<br>The number of presented programmes.   | To start in 2008 and continue while the Plan is in effect.             |
| <b>E</b> – To increase awareness regarding the importance of equal representation between men and women in public, cultural activities.                               | MC   | To identify the cultural production of men and women in works acquired.   | To reveal a list, broken down by sex.  | To start in 2008 and continue while the Plan is in effect.             |
| <b>F</b> – To value cultural creation and production, as well as written works defending the respect for women's and men's Human Rights.                              | MC   | To develop a study on cultural production in the Human Rights domain.<br><br>To develop a workshop on culture as a possible means of public expression against gender violence. | To reveal the results of the previously mentioned study and developed, cultural works.<br><br>To calculate the number of participants in the workshop. | To start in 2008 and continue while the Plan is in effect.<br><br>2009 |

**THE THIRD AREA – CITIZENSHIP AND GENDER**

**3.1 – STEREOTYPES**

| Measures   | Entities involved in the execution | Process Indicators   | Result Indicators   | Timetable  |
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| <p><b>A</b> – To follow-up on the effects of applying the Law of Parity, and to spread awareness regarding the advantages of its expansion into other spheres of the public and private sector, namely concerning the full sharing of the decision-making process.</p> | <p>PCM/CIG</p>                     | <p>To promote a national, awareness campaign, regarding parity issues.</p> <p>To carry out an impact study on the Law of Parity.</p> | <p>Evaluate the impact of the awareness campaign.</p> <p>Reveal the results of the study.</p> | <p>To begin in 2008 and to be revealed in 2010.</p> <p>To start in 2008 and present in 2010.</p> |
| <p><b>B</b> – To provide training sessions directed at women in order to develop their participatory capabilities in public and political life.</p>  | <p>PCM/CIG and other agents</p>    | <p>To encourage training, namely <i>mentoring</i></p>  | <p>Annually calculate the number of trainees.</p>   | <p>To begin in 2008 and continue while the Plan is in force.</p>                                 |
| <p><b>C</b> – To promote comparative research studies on the conditions and</p>  | <p>PCM/CIG</p>                     | <p>To encourage studies that analyse participation in decision-making processes.</p>   | <p>To reveal the results of the elaborated studies.</p>                                       | <p>Beginning of study in 2008 and public presentation in 2010.</p>                               |

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| impact of men and women holding Political, Decision-Making positions.   |                                      |  |  |                 |
| D – To create partnerships with relevant institutions in the linguistics area in view of promoting the use of Portuguese grammar, updating female and male concepts and identifying the possibility of a new, gender-based grammar. | PCM/CIG, ME, MCTES and other agents. | To promote a study concerning the application of the gender perspective on grammar.<br><br>To update in Portuguese dictionaries and in encyclopaedias, when deemed necessary, the definitions and concepts related to men and women. | To reveal elaborated study.<br><br>Update definitions.   | The end of 2010 |
| E – To promote the update of the National Classification of Professions and related documents, without resorting to the universal masculine and its related documents.  | MTSS/IEFP/CITE                       | To analyse and review the National Classification of Professions.  | Publication of the National Classification of Professions and revision of related documents, namely Decree n. 1212/ 2000, of the 26 <sup>th</sup> of December. | Up to 2009      |
| F – To update and publish a glossary  | PCM/CIG                              |  | Publish and reveal glossary on   | 2008            |

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| on Gender Equality.   |                             |  | Gender Equality.  |   |
| <b>G</b> – To make media and advertising professionals aware of their responsibility in the promotion of Gender Equality and Citizenship.                             | PCM/CIG;GMCS<br>MTSS/CENJOR | To carry out seminars directed at media professionals.<br><br>To establish protocols with television channels and radio stations in view of broadcasting debates on these particular themes.<br><br>To prepare training modules for media professionals. | Annually calculate the number of seminars carried out.<br><br>Annually calculate:<br>- The number of debates carried out.<br>- The number of articles written.<br><br>Annually calculate the number of training sessions/courses carried out. | To start in 2008 and continue while the Plan is in force. |
| <b>H</b> – To promote research concerning gender stereotypes and inequalities, in the social representations of women and men in the <i>media</i> and in advertising. | PCM/CIG, MCTES/ FCT         | To establish partnerships with Research Centres in view of preparing studies on gender stereotypes and inequalities, found in the social representations of the media.   | To reveal and publish the most relevant studies on the matter.  | Begin in 2008 and present/ publish in 2010.               |
| <b>I</b> – To demonstrate advertising and reporting examples which defend the respect of women's and men's human rights, namely by the                                | PCM/CIG; GMCS               |  | To annually announce the recipients of the award.   | While the Plan remains in force.                          |

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| <p>attribution of awards, such as the Gender Parity Award: Women and Men in the Media.</p>  |                |  |   |  |
| <p><b>J</b> – With reference to advertising and media organisations, particularly the ones in the public sector, to promote the application of the European Commission's guidelines relative to the use of images that respect the dignity and equality of men and women.</p> | <p>PCM/CIG</p> | <p>To spread awareness and provide training regarding the use of stereotypical images.</p> <p>To prepare a manual that outlines guidelines reinforcing or eliminating attitudes.</p> | <p>Annually calculate:</p> <ul style="list-style-type: none"> <li>- The number of initiatives/ courses carried out as well as the number of participants.</li> </ul> <p>Publish and distribute the manual</p> | <p>To begin in 2008 and continue while the Plan is in force.</p> <p>2008</p> |
| <p><b>K</b> – To monitor the application of the Advertising Code relative to the prohibition of advertising which uses the images of men and women in a discriminatory manner, as well as the introduction of bans on advertising directed at minors,</p>                     | <p>MEI</p>     | <p>To apply penalties when the Advertising Code is violated.</p>   | <p>Annually calculate the number of penalties applied.</p>  | <p>To start in 2008 and continue while the Plan is in force.</p>             |

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| which allude to a particular sex as the recipient of a product's message, without this being justified due to the product's characteristics. |   |  |   |  |
| L – To develop activities in view of enabling children and youngsters to critically read and interpret the media's messages.                 | ME and other agents                     | To develop awareness initiatives regarding the media's messages. | Annually calculate the number of initiatives carried out. | While the Plan remains in force.                                 |
| M – To spread awareness regarding the integration of Human Rights and Equality themes in Journalism, Media and Marketing, training courses.  | ME, MCTES, MTSS/CENJOR and other agents |  | Calculate the number of courses carried out in this area. | To begin in 2007/ 2008 and continue while the Plan is in effect. |
| <b>3.2 – CITIZENSHIP EDUCATION</b>   |   |  |   |  |
| A – To prepare a training reference manual, particularly   | ME                                      | To create a training reference manual, subsequently applying a   | Ensure that the manual has been                           | To begin in 2008 and continue                                    |

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| directed at adolescents, focusing on participative competencies in leadership functions and in public and political life.  |                             | test phase in view of carrying out possible adjustments.  | adopted by diverse institutions.   | while the Plan is in effect  |
| <b>B</b> – To prepare and reveal a guide that promotes citizen rights and duties as well as the exercise of an active, equal and responsible citizenship, valuing the best practices in this domain. | PCM/ CIG and all Ministries | To gather national and international data, relative to the best practices in this domain.<br><br>To prepare a Guide on rights and duties. | To prepare and reveal the Guide on the best practices.<br><br>To publish and reveal the previously, referred to Guide. | To begin in 2008 and continue while the Plan is in effect.             |
| <b>C</b> – To reinforce reflection on the Citizenship theme, namely by cooperating with those outside Education for Citizenship.   | PCM/ CIG, ME                | To organise brainstorming sessions with those outside Education for Citizenship in view of reinforcing reflection on this theme.          | Calculate the number of sessions held and the number of participants.  | Twice a year while the Plan remains in force.                          |
| <b>D</b> – To develop mechanisms in view of formally acknowledging acquired competencies in associative actions and/or voluntary work in institutions.   | PCM/ CIG                    | To develop instruments in order to acknowledge acquired competencies in associative actions and/or voluntary work in institutions.        | Publish and reveal instruments   | 2008   |
| <b>E</b> – To promote studies regarding civic participation, namely with respect to  | MAI/DGAI                    | To gather and handle data, classified by sex, for each one of these indicators and their integration                                      | To reveal statistics, by sex, for each electoral act.  | Starting from the first electoral act carried out and continuing while |

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| electoral actions and the influence of gender on electoral preferences.   |                                      | in the General Directorate of Internal Affairs website.                         |   | the Plan remains in force.                                 |
| F – To create an award for the Best Practices in Active, Equal and Responsible Citizenship.   | PCM/CIG                              | To create the award's regulating, legal guidelines.                             | To give out the award once a year, revealing the rewarded institutions. | To begin in 2008 and continue while the Plan is in effect. |
| G – To identify and reveal good, training citizenship practices which privilege the critical analysis of gender stereotypes, and to spread awareness regarding the development of suitable and adequate competencies in the public and private sectors, such as leadership, caution and responsibility. | PCM/CIG, ME, MCTES and other agents. | To identify instruments that point out the best practices.                      | Reveal the best practices.  | To begin in 2008 and continue while the Plan is in effect. |
| H – To stimulate the development of strategies at the local level in order to promote the involvement of civil society, namely local associations.  | PCM/CIG/DGAL; MAOTDR/CCDR            | To carry out seminars on this theme at the district level.                      | Calculate the number of seminars held.                                  | To begin in 2008 and continue while the Plan is in effect. |
| I – To support proximity mechanisms between the local powers and citizens in view of revealing the existing,  | PCM/CIG/DGAL; MAOTDR/CCDR            | To gather national and international data on the best practices in this domain. | Develop and reveal a study on the best practices in this domain.        | To start in 2008 and continue while the Plan is in force.  |

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| best practices in this domain.  |             |  |   |  |
| <b>3.3 – SUPPORTING NON-GOVERNMENTAL ORGANISATIONS (ONG'S)</b>  |             |  |   |  |
| <b>A</b> – To support NGO's and other Associations that promote Gender Equality and Citizenship, in view of developing projects in these two domains.   | PCM/CIG     | To render financial incentives.  | Annually calculate the volume of incentives.  | To begin in 2008 and continue while the Plan is in effect. |
| <b>B</b> – To spread awareness to the community and respective institutions concerning the self-organisation of specific groups and the general population, namely inhabitants, adolescents, groups with thematic interests and non-governmental organisations. | PCM/CIG     | To promote awareness sessions targeting the specific groups.                               | Annually calculate the number of awareness sessions and the number of participants. | While the Plan remains in force.                           |
| <b>C</b> – To encourage organisations, particularly those for youths, to develop organisational practices in favour of an active, equal and responsible citizenship.  | PCM/CIG/IPJ | To promote citizenship awareness sessions.   | Annually calculate the number of awareness sessions and the number of participants. | To start in 2008 and continue while the Plan is in effect. |
| <b>D</b> – To stimulate innovative, organisational dynamics, namely by means of   | ME          | To prepare and reveal a Support Guide on the critical use of information and communication | Calculate the number of published and distributed guides.                           | To begin in 2008 and continue                              |

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| networking and the critical use of new, information technologies.                                |         | technologies.  |                                | while the Plan is in effect.                              |
| E – To review the national registration and the status of women’s non-governmental associations. | PCM/CIG | Review the legal diplomas which regulate the status and registration of women’s non-governmental associations. | Diplomas revised and approved. | To start in 2008 and continue while the Plan is in force. |

**THE FOURTH AREA – FIGHTING AGAINST GENDER VIOLENCE**

**4.1 – GENDER-BASED VIOLENCE**

| Measures   | Entities involved in the execution | Process Indicators   | Result Indicators              | Timetable                                 |
|--|------------------------------------|--|--------------------------------|---|
| A – To ensure an articulation between the III National Plan for Equality and other Plans, namely, the National Action Plan against Human Trafficking, the National Action Plan against Domestic Violence, the National Action Plan for Inclusion, the National Plan for Employment and the Integration Plan for Immigrants, in such a way as to promote gender <i>mainstreaming</i> in several dimensions and in other types of articulations. | PCM ; MTSSS ; MAI ; MJ - ;MS       | To hold meetings with the coordinators of the various Plans. | Articulation between the Plans | Annually and while the Plan is in effect. |

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| <p><b>B</b> – To foster social responsibility within public and private companies and social partners, in view of encouraging initiatives that fight against gender-based violence.</p>   | <p>MTSS; MEI</p>   | <p>To promote awareness initiatives regarding gender-based violence.</p>  | <p>Calculate:</p> <ul style="list-style-type: none"> <li>- The number of initiatives carried out.</li> <li>- The number of companies that integrated gender violence as an indicator of results.</li> </ul>  | <p>To begin in 2008 and continue while the Plan is in effect.</p> |
| <p><b>C</b> – To prevent, fight against and denounce moral and sexual assault cases in the workplace, as well as gender-based violence in public and private spaces.</p>  | <p>MTSS/ CITE/ ACT;<br/>PCM/CIG, as well as the remaining Ministries in their areas of intervention.</p> | <p>To spread awareness /information regarding sexual assault, its specifications and consequences on public and private entities.</p> <p>To prepare and edit informative leaflets on sexual assault in the workplace.</p> | <p>Annually calculate the number of sexual assault reports in the workplace.</p> <p>To evaluate the impact of the awareness initiatives.</p> <p>Calculate the number of distributed leaflets and the number of entities that participated in the initiative.</p> | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p><b>D</b> – To encourage victims of gender-based violence, faced with social insertion difficulties, to obtain professional requalification by participating in new opportunities or social entrepreneurship programmes, namely the modalities of double certification and/or the Recognition, Validation and Certification of Competencies</p> | <p>PCM/ CIG/ ACIDI<br/>MTSS</p>  | <p>To develop incentives dealing with professional requalification.</p>   | <p>Annually calculate the number of trainees integrated in sessions by this means.</p>   | <p>To begin in 2008 and continue while the Plan is in effect.</p> |

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| System.  |               |  |  |  |
| <b>E</b> – To ensure that victims of gender-based violence have specific access conditions to judicial protection, as defined in the III National Action Plan against Domestic Violence (III PNCVD). | PCM/MJ        | Create new mechanisms which facilitate the access to specific conditions, besides those already existing.                                    | Annually calculate the number of people who rely on the specific access conditions to judicial protection.     | To start in 2008 and continue while the Plan is in effect. |
| <b>F</b> – To spread knowledge and awareness regarding the gender-based violence theme, particularly the problem of Female Genital Mutilation and the existing interventions in this area.           | PCM/CIG, MTSS |  | Publish and reveal study on genital mutilation.  | To begin in 2008 and continue while the Plan is in effect. |
| <b>G</b> – To continually encourage the elaboration of studies pertaining to gender-based violence, namely by means of collaborative projects developed between Universities and Research Centres.   | PCM/CIG       | To establish protocols with Universities and Research Centres.<br><br>To encourage and follow-up on the elaboration of studies in this area. | Calculate:<br>- The number of established protocols;<br><br>- The number of studies carried out and published. | While the Plan remains in force.                           |

## 5.1 – THE EUROPEAN UNION

| Measures   | Entities involved in the execution                                       | Process Indicators   | Result Indicators  | Timetable   |
|--|--|--|--|---|
| <p><b>A</b> – To thoroughly analyse national policies and positions that should be defended throughout the European Union in this domain, namely the defence of a directive concerning paternity protection.</p> | <p>MNE; PCM/CIG, and all Ministries in their areas of intervention.</p>  | <p>To reveal national positions.</p>   | <p>Evaluate to what extent national positions integrate international ones.</p>  | <p>While the Plan remains in force.</p>                           |
| <p><b>B</b> – To encourage a balanced representation of men and women in European Union organisations and institutions.</p>  | <p>All Ministries in their respective areas of intervention.</p>         | <p>To promote an awareness campaign on the importance of a balanced, female and male representation.</p>   | <p>In percentage terms, calculate the increase in female representatives working in Union organisations.</p>           | <p>While the Plan remains in force.</p>                           |
| <p><b>C</b> – To support the nomination of women to key positions in political, economical, cultural and educational spheres within the European Union.</p>  | <p>MNE and all Ministries in their respective areas of intervention.</p> | <p>To promote an awareness campaign in order to draw the attention of the population to the importance of a female presence in several areas of public life.</p> | <p>Evaluate the impact of the campaign, based on a comparative analysis, specifying the number of nominated women.</p> | <p>While the Plan remains in force.</p>                           |
| <p><b>D</b> – To regularly reveal, in government circles, available positions throughout the European Union.</p>   | <p>All Ministries in their respective areas of intervention.</p>         | <p>Resorting to the government's means of publication, to reveal available positions in diverse E.U. organisations.</p>  | <p>Calculate the number of posted positions.</p>   | <p>To begin in 2008 and continue while the Plan is in effect.</p> |

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| <b>E</b> – In matters of Gender Equality, to reveal the commitments assumed by Portugal at several instances throughout the European Union's history.   | MNE   |   | Reveal assumed commitments.   | To start in 2008 and continue while the Plan is in force.  |
| <b>F</b> – At a legislative level, to follow up on the transposition of the Directives concerning Gender Equality, namely Council Directive 2004/113/E.C., of the 13 <sup>th</sup> of December, which applies the principle of equal treatment between men and women in the access to and supply of goods and services. | MNE, MJ   |   | Annually calculate the number of transposed directives.   | To begin in 2008 and continue while the Plan is in effect. |
| <b>5.2 The International Plan</b>   |   |   |   |  |
| <b>A</b> – To thoroughly analyse national policies and positions that may be defended by international organisations.   | MNE and all Ministries in their respective areas of intervention. | To reveal national positions.   | Evaluate to what extent national positions integrate international ones.                              | While the Plan remains in effect.                          |
| <b>B</b> – To promote the balanced representation of men and women in different, international organisations.   | MNE and all Ministries in their respective areas of intervention. | To promote an awareness campaign on the importance of a balanced, female and male representation. | In percentage terms, calculate the increase in female representatives working in Union organisations. | While the Plan remains in force.                           |
| <b>C</b> – To regularly reveal, in  | MNE and all   |   | Calculate the number of   | While the Plan remains                                     |

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| government circles, available positions in international organisations.   | Ministries in their respective areas of intervention.             |   | revealed positions.                                  | in effect.   |
| <b>D</b> – At an international level, to encourage the nomination of women to key positions in political, economical, cultural and educational spheres.                       | MNE and all Ministries in their respective areas of intervention. |   | Calculate the number of nominated women.             | While the Plan remains in force.                           |
| <b>E</b> – At a national, legislative level and in matters of Gender Equality, to devote time to the elaboration of international, strategic recommendations and guidelines.  | MNE, MJ   |   | Annually calculate the number of recommendations.    | While the Plan remains in force.                           |
| <b>F</b> – To reveal the commitments assumed by Portugal in the International Plan and the guidelines set forth by international organisations in matters of Gender Equality. | MNE and all Ministries in their respective areas of intervention. |   | Translate and edit assumed commitments.              | To begin in 2008 and continue while the Plan is in effect. |
| <b>5.3. DEVELOPMENT COOPERATION</b>   |   |   |  |  |
| <b>A</b> – To spread awareness regarding the importance of an active citizenship based on Gender Equality as the pre-requisite for sustainable development.                   | MNE/IPAD  | To promote an awareness campaign on the importance of an active citizenship based on Gender Equality as a means of sustainable development. | Evaluate the impact of the campaign <i>in loco</i> . | 2009   |

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| <p><b>B</b> – To support the integration of the gender perspective as a criterion in the elaboration, implementation, follow-up and evaluation of development cooperation programs and projects.</p>           | <p>MNE/IPAD</p>                   | <p>To emit guidelines so that the gender perspective may become a criterion in development cooperation programs.</p>  | <p>Annually calculate the number of development cooperation projects that contemplate the gender perspective.</p>                    | <p>To begin in 2008 and continue while the Plan is in effect.</p> |
| <p><b>C</b> – To encourage training in Gender Equality for collaborators and volunteers.</p>   | <p>MNE/IPAD</p>                   | <p>To contribute to the carrying out of training sessions in gender equality directed at co-operators and volunteers.</p>   | <p>Annually calculate the number of courses/sessions and the number of participants.</p>   | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p><b>D</b> – To promote in programs that support legislative revision in third party countries, the inclusion of the gender perspective as part of the process of good governance.</p>                        | <p>PCM/CIG;<br/>MNE/ IPAD; MJ</p> | <p>To develop training programmes in gender equality for co-operators in this legislative area.</p>   | <p>Annually calculate the number of training courses/ sessions and the number of participating co-operators.</p>                     | <p>To begin in 2008 and continue while the Plan is in effect.</p> |
| <p><b>E</b> – To encourage the carrying out of cooperation programs which maintain as an objective, the empowerment of local, social networks, notably women's organisations and political women's groups.</p> | <p>PCM/CIG;<br/>MNE/ IPAD</p>     | <p>To develop training programmes in gender equality for co-operators and NGOs that promote partnerships with women organisations (institutional or civic) in partner countries;</p> <p>To support the projects of NGOs that promote partnerships with women organisations (institutional or civic) in partner countries, as a preferential, eligibility criterion.</p> | <p>Annually calculate the number of training courses/ sessions in gender equality, and the number of participating co-operators.</p> | <p>To start in 2008 and continue while the Plan is in force.</p>  |

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|   |  |   | <p>To gather data regarding partnerships between national and European NGOs, as well the NGOs of partner countries.</p> <p>To gather data regarding informal and formal partnerships established between groups of women in political parties, women deputies and institutional organisations comprised of national women and those of partner countries.</p> |   |
| <p><b>F</b> – To spread awareness regarding the role of women in building and maintaining peace, and to guarantee their full participation in all social, reconstruction processes in post-conflict situations.</p> | <p>PCM/CIG;<br/>MNE/ IPAD;<br/>MDN</p> | <p>To promote the gathering of data relative to the presence of women in negotiations and in the evaluation of peace processes.</p> <p>To promote measures in order to increase the presence of women in negotiations and in the evaluation of peace processes.</p> | <p>Annually calculate the number of women present in peace missions and peace negotiating processes.</p> <p>List the created measures.</p>  | <p>To begin in 2008 and continue while the Plan is in effect.</p> |
| <p><b>G</b> – To support health programs which, in third-party countries, privilege women and girls as the target population in all actions that maintain as an objective the improvement of public health.</p>     | <p>PCM/CIG;<br/>MNE/ IPAD;<br/>MS</p>  | <p>To develop training programmes in gender equality for co-operators in the health sector.</p>   | <p>Annually calculate the number of training courses/ sessions and the number of participating co-operators.</p>  | <p>To start in 2008 and continue while the Plan is in force.</p>  |
| <p><b>H</b> – To support health programs, that in third-party countries, are</p>  | <p>PCM/CIG;<br/>MNE/ IPAD;</p>         | <p>To prepare a kit with several materials for the prevention and treatment of HIV/ Aids, principally targeting women and distributed to trainers.</p>  | <p>Annually calculate the number of prepared kits</p>   | <p>To begin in 2008 and continue while the Plan</p>               |

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| <p>oriented towards women and adolescents, namely those relative to the prevention of HIV/Aids, endemic diseases, health and sexual and reproductive rights.</p>  | <p>MS</p>  | <p>To develop training programmes in gender equality for co-operators in the health sector.</p> <p>To develop a project in collaboration with associations that work with a high risk public.</p>  | <p>and the numbers of co-operators using the kit for the prevention and treatment of HIV/ Aids.</p> <p>Annually calculate the number of training courses/ sessions in gender equality for co-operators in the health sector, and the number of participating co-operators.</p> <p>Calculate the number of protocols established with associations.</p> | <p>is in effect.</p>  |
| <p>I – To privilege campaigns directed at women which promote lifelong, formal education, as well as those that encourage a balanced participation in primary and secondary education.</p>                        | <p>PCM/<br/>PCM/CIG;<br/>MNE/ IPAD;<br/>ME</p>         | <p>To develop measures that encourage both lifelong competencies and the increased school attendance of girls.</p>   | <p>Gather statistical data, broken down by sex and age, regarding people who attend schools and training courses.</p>  | <p>To start in 2008 and continue while the Plan is in effect.</p> |
| <p>J – With respect to the development of cooperation programs in the financial sector, to spread knowledge and awareness regarding the impact of macro-economical policies on men and women, in the sense of</p> | <p>PCM/<br/>PCM/CIG;<br/>MNE/ IPAD;<br/><u>MEI</u></p> | <p>To spread awareness to the competent entities, regarding the importance of preparing an analysis report on the participation of women in the formal and informal, financial sector.</p> <p>To create instruments in order to evaluate the impact of gender on the financial sector.</p> | <p>Annually calculate the number of financial impact studies, with statistical data broken down by sex and age.</p>  | <p>To begin in 2008 and continue while the Plan is in force.</p>  |

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| facilitating the development of strategies which reinforce the role of women in the economy, notably entrepreneurship. |  |  |  |  |
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## ANNEXE

### Principal International Instruments in the Gender Equality Domain

#### **EUROPEAN UNION:**

The Amsterdam Treaty consecrates the promotion of Equality between Women and Men as one of the missions of the Community (Article 2), constituting a transversal objective (Article 3). Article 13 attributes to the Commission the right to take appropriate action to combat all forms of discrimination, among which those based on sex, constituting Article 141; the legal basis for communitarian measures in favour of equal opportunities and equal treatment of women and men in matters of employment and occupation.

Also, the Charter of Fundamental Rights consecrates equality between women and men (Article 23), as well as the right to reconcile family and professional life (Article 33, paragraph 2).

Lastly, the European Pact for Gender Equality, approved by the Council of the European Union, in Brussels, on the 23<sup>rd</sup> and the 24<sup>th</sup> of March, 2006.

#### Regulations

##### **Regulation (EC) n. 1922/2006**

European Parliament and Council Regulation, of the 20<sup>th</sup> of December, 2006, that establishes a European Institute for Gender Equality.

##### **Regulation (EC) n. 806/2004**

European Parliament and Council Regulation of the 21<sup>st</sup> of April, 2004, that promotes gender equality in development cooperation.

##### **Regulation (EC) n. 1567/2003**

European Parliament and Council Regulation of the 15<sup>th</sup> of July, 2003, that refers to aid for policies and actions on reproductive and sexual health rights.

Directives

**Directive n. 2004/113/ EC**

Council Directive of the 13<sup>th</sup> of December, 2004, that implements the principle of equal treatment between men and women in the access to and supply of goods and services.

**Directive n. 2004/81/ EC**

Council Directive of the 29<sup>th</sup> of April, 2004, on the resident permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities.

**Directive n. 2002/73/ EC**

European Parliament and Council Directive of the 23<sup>rd</sup> of September of 2002, which amends Council Directive n.76/207/EEC, regarding the implementation of the principle of equal treatment between men and women as regards access to employment, vocational training and promotion and working conditions.

**Directive n. 2000/78/ EC**

Council Directive of the 27<sup>th</sup> of November, 2000, that establishes a general framework for equality in employment, occupation and vocational training.

### Decisions

#### **Decision 1672/2006/ EC**

European Parliament and Council Decision of the 24<sup>th</sup> of October, 2006, that establishes a Community Programme for Employment and Social Solidarity – PROGRESS. Specifically, Section 5 of the Programme aims to support the effective implementation of the principle of gender equality and promote gender mainstreaming in all community policies.

#### **Decision 771/2006/EC**

European Parliament and Council Decision of the 17<sup>th</sup> of May, 2006, that establishes the European Year of Equal Opportunities for All (2007) – Towards a Just Society.

#### **Decision 600/2005/ EC**

Council Decision of the 12<sup>th</sup> of July, 2005, that refers to guidelines for the employment policies of the Member States.

#### **Decision 803/2004/ EC**

European Parliament and Council Decision of the 21<sup>st</sup> of April, 2004, that adopts a community action programme (2004-2008) to prevent and combat violence against children, young people and women, and to protect the victims of such violence and risk groups (Follows on from the DAPHNE II Programme).

#### **Decision 2003/209/ EC**

Commission Decision of the 25<sup>th</sup> of March, 2003, that sets up a consultative group known as the "Experts Group on Trafficking in Human Beings".

### **Council Framework Decision 2002/629/JHA**

Council Framework Decision of the 19<sup>th</sup> of July, 2002, on combating trafficking in human beings.

### **Decision 2000/407/ EC**

Commission Decision of the 19<sup>th</sup> of June, 2000, relating to gender balance within the committees and expert groups established by it.

### *Communications*

### **COM (2006) 92 Final**

Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions, of the 1<sup>st</sup> of March, 2006, that establishes *A Roadmap for equality between women and men (2006-2010)*.

### **2005/C 311/01**

Communication from the Commission to the Council and to the Member States that defines EU plan on best practices, standards and procedures for combating and preventing trafficking in human beings.

### **C (2000) 853**

Communication from the Commission to the Member States of the 14<sup>th</sup> of April, 2000, that establishes the guidelines for the Community Initiative EQUAL concerning transnational co- operation to promote new means of combating all forms of discrimination and inequalities in the labour market.

Resolutions

**Resolution 2004/2220 (INI)**

European Parliament Resolution of the 2<sup>nd</sup> of February, 2006, on the current situation in combating violence against women and any future action.

**Resolution 2004/2219 (INI)**

European Parliament Resolution of the 19<sup>th</sup> of January, 2006, on the future of the Lisbon Strategy from the point of view of the gender perspective.

**Resolution 2004/2216 (INI)**

European Parliament Resolution of the 17<sup>th</sup> of January, 2006, on strategies to prevent the trafficking of women and children who are vulnerable to sexual exploitation.

**Resolution 2004/2159 (INI)**

European Parliament Resolution of the 2<sup>nd</sup> of February, 2006, on equality between women and men in the European Union.

**Resolution 2004/2217 (INI)**

European Parliament Resolution of the 13<sup>th</sup> of October of 2005, on women and poverty in the European Union.

**Resolution 2003/2129 (INI)**

European Parliament Resolution of the 9<sup>th</sup> of March, 2004, on reconciling professional, family and private lives.

**Resolution 2003/2165 (INI)**

European Parliament Resolution of the 11<sup>th</sup> of February, 2004, on the organisation of working time (Revision of Directive 93/104/EC).

**Resolution 2000/2174 (INI)**

European Parliament Resolution of the 13<sup>th</sup> of March, 2002, on women and fundamentalism.

**Resolution 2000/C218/02**

Resolution of the Council and of the Ministers for Employment and Social Policy, meeting within the Council of the 29<sup>th</sup> of June, 2000 on the balanced participation of women and men in family and working life.

**Resolution C 1999/201/01**

Council Resolution of the 20<sup>th</sup> of May, 1999, concerning women and science.

## **THE EUROPEAN COUNCIL:**

### The Committee of Ministers:

The European Social Charter was adopted in 1961 and revised in May of 1996. The revised European Social Charter entered into force in the international community on the 1<sup>st</sup> of July, 1999. Additional protocol to the European Social Charter entered into force in 1988, providing for a system of collective complaints, entered into force in Portugal in 1998.

The “Convention for the Protection of Human Rights and Fundamental Freedoms”, also known as the European Convention on Human Rights (as amended by Protocol n. 11), was adopted in Rome, on the 4<sup>th</sup> of November, 1950, and entered into force in the international community on the 3<sup>rd</sup> of September, 1953.

**The Council of Europe Convention (CETS n. 197)** on Action against Trafficking in Human Beings was adopted by the Committee of Ministers on the 3<sup>rd</sup> of May 2005 and opened for signature in Warsaw on the 16<sup>th</sup> of May 2005, on the occasion of the 3<sup>rd</sup> Summit of Heads of State and Government of the Council of Europe. Portugal signed this Convention on the 16<sup>th</sup> of May of 2005.

**Recommendation Rec (2003) 3** on the *balanced participation of women and men in political and public decision making* (12<sup>th</sup> of March, 2003).

**Recommendation Rec (2002) 5** on the *protection of women against violence* (30<sup>th</sup> of April 2002).

**Recommendation R (2000) 11** on *action against trafficking in human beings for the purpose of sexual exploitation* (19<sup>th</sup> of May, 2000).

**Recommendation R (98)** on the *integration of the gender dimension* (gender mainstreaming) (the 7<sup>th</sup> of October, 1998).

**Recommendation R (96) 5** on *reconciling work and family life* (the 19<sup>th</sup> of June, 1996).

**Recommendation R (90) 4** on the elimination of sexism from language (the 21<sup>st</sup> of February, 1990).

**Declaration** on the *Equality of women and men* adopted by the Committee of Ministers (the 16<sup>th</sup> of November, 1988).

**Recommendation R (85) 4** on *Violence in the Family* (the 26<sup>th</sup> of March, 1985).

Conferences of European Ministers responsible for Equality (since 2000):

The Resolution on "*Achieving gender equality: a challenge for human rights and a prerequisite for economic development*", adopted by the 6<sup>th</sup> Ministerial Conference on Equality between women and men (Stockholm, 2006).

The Action Plan "*Achieving Gender Equality in all spheres of Society*", adopted by the 6<sup>th</sup> Ministerial Conference on Equality between women and men (Stockholm, 2006).

The Resolution on "*The roles of women and men in conflict prevention, peace building and post-conflict democratic processes - a gender perspective*", adopted by the 5th European Ministerial Conference on Equality between women and men (Skopje, 2003).

The Declaration and Action Programme on *Gender Equality: a core issue in changing societies*, adopted by the 5th European Ministerial Conference on Equality between women and men (Skopje, 2003).

The Declaration on *democracy and equality between women and men as a fundamental criterion of democracy*, adopted by the 4th European Ministerial Conference on Equality between women and men (Istanbul, 1997).

Congress of Local and Regional Authorities of Europe

**Recommendation 148 (2004)E** and **Resolution 176 (2004)E** on *gender mainstreaming at the local and regional level: a strategy to promote equality between women and men in cities and regions* (The 27<sup>th</sup> of May, 2004).

**Recommendation 111 (2002)E** and **Resolution 134 (2002)E** concerning the *individual voting rights of women: a democratic requisite* (The 6<sup>th</sup> of June, 2002).

**THE UNITED NATIONS ORGANISATION:**

The **Universal Declaration of Human Rights**, adopted and proclaimed by Resolution 217A (III) of the United Nations General Assembly of the 10<sup>th</sup> of December, 1948.

The **Convention on the *Elimination of all Forms of Discrimination against Women***, of the 18<sup>th</sup> of December, 1979, entered into force on the 3<sup>rd</sup> of December, 1981. This convention is considered as a fundamental instrument for the development of women's rights. Portugal signed on the 24<sup>th</sup> of April, 1980 and ratified it by Law n. 23/80, of the 26<sup>th</sup> of July. In 1999, the General Assembly of the United Nations adopted the **Optional Protocol**, by which a new step forward would be taken to intensify the mechanisms of protection and promotion of women's human rights. The CEDAW (Committee on the Elimination of Discrimination against Women) was created to evaluate the implementation of the Convention's provisions, as countries that have ratified or acceded to the convention are legally bound to occasionally submit their reports.

The United Nations Convention adopted an Additional Protocol (The Palermo Protocol of 2000) against Organised Transnational Crime to Prevent, Suppress and Punish Trafficking in Persons, particularly Women and Children, and it entered into force in 2003.

The Convention against Discrimination in Education adopted by UNESCO in 1960 and entered into force in 1962.

The Convention on the *Consent to Marriage, Minimum Age for Marriage and Registration of Marriages*, (1962).

The Convention concerning *Discrimination in Respect of Employment and Occupation*, (1958).

The Convention on the *Nationality of Married Women*, (1957).

The Convention on the *Political Rights of Women*, (1952).

The Convention for the *Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others*, (1949), ratified by Portugal in 1991.

The General Assembly adopted the United Nations Millennium Declaration, Resolution A/55/L.2 on the 18<sup>th</sup> of September, 2000, defining the Millennium Development Goals.

PROGRAMMATIC DOCUMENTS (have been adopted in conferences and particularly dedicated both to the rights of women and to equality, or they have been adopted in other conferences, in which the issues of women's rights have been included as principal themes):

Initiatives and Future Actions *for the full implementation of the Beijing Declaration and Platform for Action*; an amendment to the *Platform for Action*, resulting from the United Nations General Assembly of June 2000, intended to evaluate the *Platform's* implementation (process generally known as *Pequim+5*). Additionally, the Member States adopted a new Declaration of Principles, confirming and consolidating previous actions. The *Beijing Declaration +10*, entitled: Solidarity for Gender Equality, Development and Peace was successfully adopted in 2005.

The 4th World Conference on Women concluded with the adoption of the Beijing Declaration and Platform for Action (Beijing, 1995).

The World Summit for Social Development adopts the Declaration and the Action Programme (*Commitment V*) (Copenhagen, 1995).

The International Conference on Population and Development (Cairo, 1994), adopted an Action Plan, whose 4<sup>th</sup> Chapter focuses on Equality for Women and Men, as well as the promotion of the status of women.

The World Conference on Environment and Development adopted the Programme for Action *Agenda 21 (Chapter 24)* (Rio de Janeiro, 1992).

The Programme *Strategies for the Advancement of Women up to the year 2000* (Nairobi, 1985).

Annually and at different times, the United Nations General Assembly and the Commission on the Status of Women (CSW) have adopted numerous Resolutions, regarding equality between women and men and women's rights in the domains of employment, health, education, the situation of women migrants, violence against women, prostitution, development, the environment, the promotion of women and human rights, female, genital mutilation, arranged and premature marriages, HIV/AIDS, crimes committed against women in the name of honour, and the role of women in conflict prevention, conflict resolution and post-conflict peace building (in particular, Resolution 1325 of the United Nations Security Council, approved on the 31<sup>st</sup> of October, 2000) among others.

International Labour Organisation Conventions:

- n. 183 – on maternity protection (2000).
- n. 177 – on working at home (1996).
- n. 175 – on part-time work (1994).
- n. 171 – on *Night Time Work* (1990).
- n. 156 – on *Equal Opportunities and Equal Treatment for Workers of Both Sexes: Workers with Family Responsibilities* (1981).
- n. 118 – on equal treatment (social security) (1962).
- n. 111 – on *Discrimination in respect of Employment and Occupation* (1958).
- n. 103 – on *Maternity Protection* (1952)
- n. 100 – concerning *Equal Remuneration for Men and Women Workers for work of Equal Value* (1951).
- n. 89 – on *Night Time Work for Women* (1948)
- n. 45 – concerning the *Employment of Women on Underground Work in Mines* (1935).

## **Acronyms**

ACIDI – High Commissioner for Immigration and Intercultural Dialogue

ACT – Labour Conditions Authority

ANQ – National Agency for Education – PI

CCDR - Coordination and Regional Development Commission

CEDAW – Convention on the Elimination of All Forms of Discrimination against Women

CEFA – City Hall Training and Studies Centre

CEJ – Centre for Judicial Studies

CENJOR – Professional Training Protocol Centre for Journalists

CFAE – School Association Training Centre

CIG – Commission for Citizenship and Gender Equality

CITE – Commission for Equality in Labour and Employment

CPLP – Community of Portuguese Speaking Countries

DGAI – General Directorate of Internal Affairs

DGAL – General Directorate of Local Government

FCT – Science and Technology Foundation

GMCS – Government Communication Office

IEFP - Professional Employment and Training Institute

INA – National Institute of Administration

IND – National Institute of Sport

INE – National Institute of Statistics

IPAD – Portuguese Institute for Development Support

IPJ – Portuguese Youth Institute

MAI – Ministry of Internal Affairs

MAOTDR – Ministry of the Environment, Land Use and Regional Development

MC – Ministry of Culture

MCTES – Ministry of Science, Technology and Higher Education

MDN – Ministry of National Defence

ME – Ministry of Education

MEI – Ministry of the Economy and Innovation

MFAP – Ministry of Finance and Public Administration

MJ – Ministry of Justice

MNE – Ministry of Foreign Affairs

MOPTC – Ministry of Public Works, Transport and Communications

MS – Ministry of Health

MTSS – Ministry of Labour and Social Solidarity

ODM – Millennium Development Goals

ONG – Non-Governmental Organisation

ONU – United Nations Organisation

PCM – Presidency of the Council of Ministries

PME – Small and Medium sized Companies

PNCVD – National Plan against Domestic Violence

POEFDS – Operational Programme for Employment, Training and Social Development

POPH – Operational Programme for Human Potential

QCA III – The III Community Support Framework

QREN – National Strategic Reference Framework

RCM – Resolution of the Council of Ministers

SEF – Border and Migration Services

TIC – Information and Communication Technologies

UE – European Union