



Comissão para a Cidadania e Igualdade de Género  
Presidência do Conselho de Ministros

# PLANOS NACIONAIS 2014-2017

# 14/17

## NATIONAL PLANS 2014-2017

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Comissão para a Cidadania e Igualdade de Género  
Presidência do Conselho de Ministros

NATIONAL PLAN  
FOR

Gender Equality,  
Citizenship  
and

Non-discrimination

2014-2017

### **Resolution of the Council of Ministers no. 103/2013**

In its Programme, the XIX Constitutional Government has committed to carrying out public policies within the framework of citizenship and the promotion of gender equality, particularly through the execution of the National Plans.

Also in the Major Options of the Plan, the Government has been reaffirming its commitments in carrying out public policies for equality, underlining the mainstreaming of gender equality in the policies of central and local administration, in the investment on the education sector and in the intervention in the area of equality in employment.

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

Aiming at the strengthening of the promotion of gender equality in all areas of governance, the V PNI includes a strong mainstreaming component regarding the gender equality dimension in all the ministries, being an important means for the intersectoral coordination of the policy for gender equality and non-discrimination based on sex and sexual orientation.

The V PNI intends to strengthen the intervention in the fields of education, health and labour market, since these areas are considered to be worthy of greater investment to broaden and deepen the respective measures.

The execution of the V PNI should also ensure its coordination with the plans and programmes existing in the fields of sectoral or mainstreaming policies, which are relevant for achieving and deepening gender equality and non-discrimination based on sex and sexual orientation, and it should also ensure that these dimensions are integrated into those strategic instruments.

The IV National Plan for Equality, which is now ending, was subject to an independent external evaluation, whose recommendations were duly considered in the elaboration of the V PNI.

The V PNI was submitted for public consultation.

## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

Therefore:

Pursuant to paragraph g) of article 199 of the Constitution, the Council of Ministers hereby decides to:

- 1 - Approve the V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 (V PNI), which is contained in the annex to this resolution forming an integral part thereof, to take effect from 2014 to 2017.
- 2 - Determine the coordination of the execution of the measures contained in the V PNI with other sectoral policies that may be relevant.
- 3 - Appoint the Commission for Citizenship and Gender Equality (CIG) as the coordinator entity of the V PNI.
- 4 - Determine that the CIG, as coordinator entity, is particularly responsible for:
  - a) Annually preparing the work plan for the execution of the V PNI according to the annual planning presented by each ministry;
  - b) Supervising and monitoring the entities responsible for the implementation of the measures contained in the V PNI, requesting, if necessary, information on the respective execution process;
  - c) Ensuring the monitoring of the V PNI implementation in combination with the interministerial section of the CIG's advisory council, in accordance with the respective regulation;
  - d) Ensuring the normal functioning of the working group, which supports the coordinator entity, aiming to guarantee a continuous and effective execution of the V PNI;
  - e) Annually preparing an interim report on the level of execution of the V PNI measures, also including an assessment of the fulfilment of the annual work plan, and reporting accordingly to the overseeing Government member until March 15 every year;
  - f) Preparing a final report on the execution of the V PNI until the end of the first quarter following the end of the respective term, informing the overseeing Government member about it.
- 5 - Establish that the stakeholders identified in the V PNI as responsible entities should take, on their own initiative, the necessary steps to implement the measures for which they are responsible, in accordance with the plan annually defined and in close collaboration with the CIG.
- 6 - Determine that any commitments to the execution of the measures set out in the V PNI depend on the availability of funds to be received from the competent public entities.

Presidency of the Council of Ministers, 12 December 2013.

— The Prime Minister, *Pedro Passos Coelho*.

## **V NATIONAL PLAN FOR GENDER EQUALITY, CITIZENSHIP AND NON-DISCRIMINATION 2014-2017**

### **I – Introduction**

The promotion of equality between women and men is one of the State's fundamental tasks, being non-discrimination based on sex or sexual orientation a fundamental principle of the Constitution of the Portuguese Republic and a structural principle of the democratic State.

The V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 (V PNI) is the instrument for the implementation of public policies for the promotion of gender equality and the combat of discrimination based on sex and sexual orientation.

Equality between women and men is a social goal itself, it is essential to a full experience of citizenship, being a prerequisite for achieving a more modern, fair and egalitarian society.

The implementation of active policies for equality between women and men is a clear duty of any government and it is an obligation of all men and women that are responsible for public services in general. The gender equality dimension must, therefore, be taken into account in all aspects of the public and political decision-making process.

The XIX Constitutional Government reaffirms its commitment to promote gender equality in all areas of governance. Due to that, the V PNI includes a strong mainstreaming component regarding the gender equality perspective in all the ministries. The various ministries should, therefore, continue to integrate the gender perspective into the planning of their activities having relevant impact on equality; so, the V PNI is an important instrument to support intersectoral coordination of the policy for equality.

In order to learn about the factual situation of women and men and gender roles, it is essential to have not only data broken down by sex, but also to have data on the realities affecting men and women in different ways and in various fields. Therefore, the goal is that the statistical data collected are broken down by sex and that their elaboration and dissemination are regularly ensured.

As known, the language we use reproduces prevalent gender social representations of in a specific historical and cultural context, later often reflected in truly discriminatory practices. Thus, it should be ensured that the Public Administration adopts a written and visual language giving equal status and visibility both to women and men in produced, edited and distributed documents.



## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

As referred before, mainstreaming gender equality dimension requires a set of structural measures that includes its effective integration into the goals of every ministry and into the work plans and reports of every entity.

The activity of the councillors for equality and the members of the interdepartmental teams is decisive for the execution of the V PNI and, particularly, for the execution of the measures involving the respective ministries.

Each ministry, as the main responsible for the execution of the V PNI and with the purpose of consolidating equality between women and men in the respective intervention area, integrates the gender equality dimension into its decision-making processes through the implementation of measures deemed necessary to fight the inequalities that persist. These specific measures and those accepted by the respective ministries within the framework of the V PNI are embodied in sectoral plans for gender equality.

Even though the V PNI, as well as its predecessors, is the instrument par excellence for the implementation of public policies for the promotion of gender equality and non-discrimination, it does not exhaust all the activities of public authorities in this field.

In fact, local administration is an essential element for achieving gender equality. Therefore, it is foreseen the strengthening of the cooperation with the municipalities as privileged agents in the decentralisation of public policies in the field of gender equality.

Also within the framework of municipalities, the territorialisation of the gender equality dimension through the elaboration and development of Municipal Plans for Equality is still privileged, since they have been one of the central cooperation fields between central administration and local municipalities and must, therefore, be improved in the scope of this V PNI.

The V PNI intends to strengthen the intervention in the field of education, namely through the integration of the gender equality theme as one of the structural axes of the curricular guidelines of pre-school, elementary and secondary education, and in the labour market field, particularly monitoring the enforcement of the legal regime of the State enterprise sector regarding the implementation of plans for equality.

The V PNI fits within the commitments accepted by Portugal before different international authorities, among which stand out the Universal Declaration of Human Rights (UN, 1948), the Convention for the Protection of Human Rights and Fundamental Freedoms (Council of Europe, 1953), the Convention on the Elimination of All Forms of Discrimination against Women (UN, 1979) and its Optional Protocol (UN, 1999) and the Revised European Social Charter (Council of Europe, 1999).

The V PNI also meets the commitments arising from the Beijing Declaration and Platform for Action (UN, 1995), particularly its core principles, namely women's empowerment and the centrality of the policy for equality between women and men within the governance structure and its mainstreaming in all the other policies. It also follows the commitments arising from the Political Declaration approved in the 23rd Special Session of the United Nations General Assembly in 2000 (and subsequent revisions thereto) and also from the Millennium Development Goals (MDGs) (UN, 2000), especially regarding the 3rd goal "To Promote Gender Equality and Empower Women", either as a specific goal, or as a mainstreaming goal and a requisite for the fulfilment of all the other MDGs.

As a Member State of the European Union, Portugal accepts a set of commitments in matters of equality between women and men and non-discrimination; principles naturally established in our constitution as structural principles of the democratic and social State.

The V PNI is integrated in the commitments set out in the Treaty on European Union, namely regarding articles 2, 3 and 6, as well as articles 8, 10, 153 and 157 of the Treaty on the Functioning of the European Union, which reinforce the principle of equality between women and men by including it in the EU values and objectives and promoting the integration of the gender perspective into all the European Union policies and directives relevant for this subject.

It also takes into account the Charter of Fundamental Rights of the European Union, which brings together in a single document the classic civil and political rights and economic and social rights. Article 21 must be pointed out, since it implements the prohibition of any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation, and article 23, which establishes that equality between men and women must be ensured in all areas.

It also follows the priorities set out in the Strategy for Equality between Women and Men (2010-2015), which is the work program of the European Commission in the field of equality between women and men that aims to promote progress in the Member States.

Ultimately, it intends to fulfil the European Pact for Equality between Men and Women (2011-2020) approved by the Council of Ministers of Social Affairs of the European Union on 7 March 2011, that underlines the need for a "new impulse", and the document "Europe 2020: Strategy for employment and intelligent, sustainable and inclusive growth in the European Union". It is also given attention to the issue of discrimination based on sexual orientation and gender identity, with reference to the main international instruments in this field, namely

## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

Recommendation (2010) 5 of the Committee of Ministers of the Council of Europe, of 31 March 2010, on measures to combat discrimination on grounds of sexual orientation or gender identity, and Resolution no. 17/19 on “Human rights, sexual orientation and gender identity” approved by the United Nations Human Rights Council on 14 June 2011.

The execution of the V PNI should also ensure its coordination with the remaining national plans existing in the fields of sectoral or mainstreaming policies, which are relevant for achieving equality, especially the V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 and the III National Plan to Prevent and Combat Trafficking in Human Beings 2014-2017. It is also imperative to ensure that the gender equality dimension is integrated into all strategic plans and programmes.

It is important to mention that the IV National Plan for Equality, which is now ending, has benefited both from internal and external monitoring and evaluation, whose results in form and content are expressed in the V PNI.

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

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

**The V PNI focuses around the following strategic areas:**

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

In this regard, it must be mentioned that, since the gender-based violence issue was included and widely approached in the V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017, the merely indicative inclusion of the same subject and without substantive content in the V PNI was considered as not justified. However, this option does not mean a depreciation of the subject of violence against women. On the contrary, it is intended that gender-based violence has a more complete and broader treatment, as happens within the framework of the V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017.

## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

### **II – Method of implementation**

To meet the objectives of the V PNI, and with the purpose of implementing the measures in the different areas, the strategies adopted internationally for the enforcement of equality policies are privileged, in particular mainstreaming gender equality dimension in sectoral and intersectoral policies, the approach to the phenomenon of multiple discrimination and the adoption of positive character measures, whenever they are deemed to be the appropriate method for overcoming situations with stronger imbalance between women and men.

The Commission for Citizenship and Gender Equality (CIG) is responsible for the coordination and monitoring of the V PNI, in which it is supported by a working group composed of councillors from the ministries that are responsible for the largest number of measures, as well as representatives from the National Association of Portuguese Municipalities (ANMP) and from the non-governmental organisations (NGO) that integrate CIG's advisory council, CIG's strategic partners in the execution of the V PNI.

The working group supporting the coordinator entity is composed of the following members:

- a) Councillor of the Presidency of the Council of Ministers;
- b) Councillor of the Ministry of Finance;
- c) Councillor of the Ministry of Foreign Affairs;
- d) Councillor of the Ministry of Economy;
- e) Councillor of the Ministry of Health;
- f) Councillor of the Ministry of Education and Science;
- g) Councillor of the Ministry of Solidarity, Employment and Social Security;
- h) One representative of the National Association of Portuguese Municipalities;
- i) Three representatives of the non-governmental organisations section of CIG's advisory council, chosen among the respective members.

Other persons and entities may be invited to attend the meetings of the working group if relevant for the specific matter under discussion.

The members of the working group, which supports the coordinator entity, do not receive a remuneration, including attendance fees, or subsistence allowances.

The execution of the V PNI also requires a direct and permanent coordination between the CIG and the interministerial section of CIG's advisory council.

The monitoring of all the measures intrinsic to each of the strategic areas is essential to an effective practical implementation of this instrument. The evaluation, both periodical and final, is also crucial to the analysis of the impact of the V PNI on the reality and to correct eventual blockings, for the ultimate goal of achieving a true equality between women and men.

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

**The ministerial councillors also have the responsibility, in the scope of their responsibilities in the execution of the V PNI, to:**

- a) Submit to the CIG, until January 31, the activity report on the implementation of the V PNI concerning the previous year, after its validation by the overseeing Government member;
- b) Submit to the CIG, until January 31, the work plan for the current year regarding the implementation of the V PNI, after its validation by the overseeing Government member;
- c) Cooperate with the CIG in the monitoring and evaluation of the processes and outcomes of the implementation of the V PNI, particularly in the meetings of the working group;
- d) Plan, monitor and evaluate the respective sectoral plans at the level of the respective ministry and the respective interdepartmental team;
- e) Submit to the CIG, until February 15 of the year following the end of the V PNI term, the final report on the execution of the measures under the responsibility of the respective ministry.

## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

### **Strategic Area 1 – Integration of the Perspective of Gender Equality into the Central and Local Public Administration**

This strategic area aims to integrate the gender equality dimension into all levels, all governmental action areas and all steps of the political decision-making process. Thus, the integration of the gender equality dimension should become an automatic and permanent reflex of all the people who work in Public Administration and influence all their decisions and practices. The initial and continuous training of Public Administration agents is particularly relevant, since only by investing in awareness raising and in training the implementation of the V PNI can be guaranteed. In particular, it is foreseen the conduction of training programmes for the jurists responsible for drafting the laws, namely with the purpose of integrating the gender equality dimension and the assessment of the impact on gender of legislative measures.

In order to effectively learn about the factual situation of women and men and gender roles, it is essential to have data broken down by sex. Therefore, the V PNI foresees that efforts are made to ensure that the statistical data collected are broken down by sex and that their treatment and dissemination are regularly ensured.

The territorialisation of the gender equality dimension in the different fields of local administration policy is substantiated by the Municipal Plans for Equality, which have been one of the central cooperation fields between central administration and local municipalities and must, therefore, be improved in the scope of this V PNI.

**The strategic area 1 comprises 13 measures and it has the following strategic goals:**

- Ensuring the centrality of gender equality policies within the governance structure;
- Promoting the mainstreaming of gender equality policies in all the other policies;
- Capacity building of the central and local Public Administration agents, through initial and continuous training;
- Collecting and processing statistical data, broken down by sex, and ensuring their regular dissemination;
- Strengthening the cooperation with municipalities.

<b>V PNI Measures</b>	<b>Responsible entity(ies)</b>	<b>Entities involved in the execution</b>	<b>Goals</b>	<b>Outcome indicators</b>	<b>Schedule</b>
1) To promote, in each Ministry, the implementation of a plan for equality with the purpose of integrating the dimension of gender equality and non-discrimination both into the internal structure and the external action.	PCM/CIG	All the Ministries	Sectoral Action Plans for Equality approved in all the ministries. 1 Annual report due to be submitted until 31 January. 1 Final report on the execution of the Plan.	Number of Ministries with approved Sectoral Action Plans for Equality.  Number of Ministries that submitted to the tutelage of Equality an interim report and a final report on the execution of the Plan. Updating the information on the Portal for Equality.	2014. Annually, during the period of the plan. 31 December 2017.  Annually, during the period of the plan.
2) To train executives, Public Administration agents, ministry councillors for equality and interdepartmental teams.	PCM/CIG	All the Ministries	1 initial training programme. 3 continuous training programmes on gender equality, citizenship and non-discrimination.	Number of training programmes conducted. Number of people involved, broken down by sex and professional category.	2014. 2015-2017.
3) To promote training programmes on equality, impact on gender of legislative measures and gender budgeting for jurists responsible for drafting the laws.	PCM/CEJUR	All the Ministries	Introducing gender dimension, evaluation of the impact on gender of legislative measures, and gender budgeting. 1 action per year.	Number of training programmes conducted. Number of people involved, broken down by sex.	During the period of the plan.
4) To promote gender budgeting initiatives.	MF	All the Ministries	1 gender budgeting initiative.	Number of gender budgeting initiatives.	2015 -2017.
5) To ensure the collection, treatment and dissemination of statistical information regarding Public Administration staff, broken down by sex.	MF/DGAEP	PCM/INE, I. P. All the Ministries	Periodic updating of data. Providing indicators related to the number of executives in the Public Administration sector, broken down by sex, job and subsector of administration.	Reports produced by the DGAEP. Providing information in the Gender Dossier of the INE, I.P.	Annually, during the period of the plan.
6) To ensure the collection, treatment and dissemination of statistical information regarding the execution of all public policies, broken down by sex.	PCM/INE, I.P.	All the Ministries	Periodic updating of data.	Number of Public Administration services that ensure the collection, treatment and dissemination of statistical information broken down by sex.	During the period of the plan.
7) To ensure at the institutional level the adoption of a non-discriminatory communication policy, prohibiting discrimination based on sex and promoting gender equality in all public bodies.	PCM/CIG	All the Ministries	Use of non-discriminatory forms of communication.  1 Evaluation Study.	Number of Public Administration document models using language that respects gender equality. Evaluation study on the use of inclusive language by the Public Administration.	Annually, during the period of the plan. 2015.



V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
8) To promote the implementation of Municipal Plans for Equality.	PCM/CIG	PCM Municipalities ONG	25 Plans per year.	Number of municipalities that implemented Municipal Plans for Equality.	Annually, during the period of the plan.
9) To promote the nomination of local councillors for equality.	PCM/CIG	PCM Municipalities	25 local councillors per year.	Number of municipalities that nominated local councillors at the end of each year during the period of the plan.	Annually, during the period of the plan.
10) To promote training on gender equality, citizenship and non-discrimination for the local councillors for equality, as well as for executives and remaining municipal staff.	PCM/CIG	PCM Municipalities ONG	3 programmes per year.	Number of training programmes conducted. Number of people involved, broken down by sex and professional category. Number of participating municipalities.	Annually, during the period of the plan.
11) To promote awareness raising programmes aiming to the integration of the gender perspective into the organisations and local policies.	PCM/CIG	PCM MAOTE Municipalities ANMP ONG	4 programmes per year.	Number of awareness raising programmes conducted. Number of people involved, broken down by sex. Number and identification of the participating municipalities.	Annually, during the period of the plan.
12) To biennially award the Municipalities the prize "Live in Equality"	PCM/CIG	PCM Municipalities	Dissemination of municipal best practices in terms of gender equality. 2 Awards granted during the period of the plan.	Number of municipalities that have applied for the award. Number of prizes awarded.	2014 and 2016.
13) To celebrate the "Municipal Day for Equality".	Municipalities	PCM/CIG	Promotion of gender equality at the local level.	Number of municipalities that celebrate the Municipal Day for Equality.	Annually, during the period of the plan.

## **Strategic Area 2 – Promoting Equality between Women and Men in Public Policies**

The V PNI foresees the adoption of a set of measures and actions aimed at combating gender inequality and promoting the achievement of equality between women and men in several domains of public policies considered as a priority.

Thus, actions in the education sector are privileged as pillars of the policies for equality. It is foreseen the elaboration of the Education Guide Gender and Citizenship for the secondary education level, being encouraged the introduction of the gender equality theme into the initial and continuous training of education professionals. It is also foreseen that gender equality must be a structural axis of the curricular guidelines to be issued to pre-school, elementary and secondary education.

According to the World Health Organisation, the inequalities between social groups in all the areas, especially in matters of health, are “politically, socially and economically unacceptable”.

In the health sector, the strengthening of awareness raising and training of professionals becomes essential, and it is accepted the commitment to produce technical benchmarks for gender equality in health and to integrate that perspective into the main programmes in that sector.

Also in this domain breaking down the produced data by sex proves to be essential, as well their study from a gender perspective, to properly evaluate the specificities of women and men.

Similarly, sports activity can be a high value strategic investment for the achievement of a pluralist, participatory and egalitarian society. While it is true that sports activities continue to be a place where gender stereotypes are reproduced, there is an imperative need to promote a balanced and non-discriminatory participation of women and men in the various sports.

The V PNI also foresees the development of measures aimed at youth in order to raise their awareness on the gender equality issues, both involving youth associations and the young population.

Gender is the first and the most structural factor of inequality. Whenever the various situations and deprivations that constitute a social exclusion case and the groups associated with it are brought to light, it appears that women are at a particular disadvantage in such situations. Accordingly, the socioeconomic studies invariably show women at the bottom of the social pyramid and facing multiple discrimination situations, as is the case with women in poverty, rural

## **V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017**

women, immigrant women, elderly women, women with disabilities and single mothers with dependent children.

Social exclusion and poverty, as well as gender inequality, are multidimensional and interconnected. The integration of the gender equality dimension into the inclusion policies can contribute to improve the situation of women facing greater socioeconomic disadvantage, by contributing to increase their access to resources, to improve their social and economic status and their capacity building, as well as to reduce exploitation risks and their vulnerability to the enjoyment of fundamental human rights.

**Due to the diversity of sectors, this strategic area is subdivided into five subareas, in a total of 27 measures, with the following strategic goals:**

- To design, implement and monitor public policies integrating the gender equality dimension;
- Promoting and disseminating scientific research carried out in this field;
- Structuring public policies planning and formulation and evaluating their impact from a gender equality perspective;
- Reducing gender asymmetries in all sectoral areas by increasing the efficiency and effectiveness of public policies;
- Contributing to the understanding of social exclusion and gender inequality as interconnecting phenomena;
- Raising awareness among the different professionals who intervene with vulnerable populations in the field of social inclusion, aiming to the integration of the gender dimension into their practices;
- Promoting basic competencies necessary for the building and development of inclusive life projects for specific groups of women facing a situation of greater vulnerability, particularly rural women, immigrant women and elderly women;
- Contributing to the prevention of multiple factors that are in the origin of the conditions of greater vulnerability of the elderly in several fields;
- Integrating the gender equality dimension into the policies of environment, spatial planning and energy.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
<b>2.1 – Education, Science and Culture</b>					
14) To produce pedagogical materials, on every medium, promoting gender equality and citizenship: a) To elaborate the Education Guide: Gender and Citizenship for the secondary education level; b) To develop an Educational Benchmark for Gender Equality.	a) PCM/CIG b) MEC/DGE	a) MEC/DGE b) PCM/CIG	Elaboration of the Guide. Development of the Benchmark.	Publication of the Guide. Publication of the Benchmark. Number of pedagogical materials produced and distributed by the schools that integrate the gender equality perspective.	2014-2015.  Annually, during the period of the plan.
15) To promote the dissemination and use of the pedagogical materials produced.	MEC/DGE/DGES PCM/CIG	Pre-school, primary and secondary education schools. Higher education institutions. Municipalities.	Increase of the use of pedagogical materials regarding citizenship and gender equality in every school level. 10 initiatives per year. 15 groups of schools per year.	Number of dissemination and follow-up initiatives carried out. Number of groups of schools that have adopted and use the pedagogical materials.	Annually, during the period of the plan.
16) To integrate the gender equality theme as one of the structural axes of the curricular guidelines of pre-school, primary and secondary education.	MEC/DGE	Universities. Higher Schools of Education. Schools of primary and secondary education.	Inclusion of the gender equality theme into the curricula guidelines.	Number of guidelines that integrate the gender equality theme, broken down by level of education and school year. Number of institutions that integrate the guidelines, broken down by level of education and school year.	2015 and during the period of the plan.
17) To encourage the inclusion of the gender equality theme in the initial and continuous pedagogical training of education professionals.	MEC	Higher education institutions.	Presence of the theme in the training plans.	Number and percentage of training courses satisfying that requisite.	During the period of the plan.
18) To integrate the equality between women and men dimension into the school organisation and functioning.	MEC	PCM/CIG	Production of guidance instruments for the school organisation and functioning regarding the integration of gender equality.	Number of instruments produced by the MEC.	2014.
19) To introduce the Gender Studies category into the funding lines of the FCT, I.P. to support research in Portugal.	MEC/FCT, I.P.	Research Centres and Higher Education Institutions.	Integration of the Gender Studies category into the funding lines of the FCT, I.P. to support research in Portugal.	Activity report.	During the period of the plan.
20) To carry out a study on the participation of women in training courses in the field of ICT.	PCM/CIG	MEC	1 Study.	Carrying out and disseminating a study on women and ICT.	2015.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
21) To award the distinction "Women Creators of Culture".	PCM/GEPAC	PCM/CIG	Awarding the distinction during the period of the plan.	Number of women nominated for the "Women Creators of Culture" distinction and number of distinctions awarded.	During the period of the plan.
22) To disclose information regarding the promotion of gender equality in culture.	PCM/DGArtes		Sharing of information and reflection on gender equality within the public space. Updating of the Blog <i>Equality On Every Face</i> . 1 Annual report.	Number of updates.	Annually, during the period of the plan.
<b>2.2 – Health</b>					
23) To conduct awareness raising and training programmes on gender equality in health.	MS/DGS	MS/ARS, I.P./ Health Teams. MEC PCM/CIG ONG	Reinforcement of the knowledge about gender equality in the health sector.	Number of training/awareness raising programmes. Number of people involved, broken down by sex.	Annually, during the period of the plan.
24) To produce technical benchmarks for gender equality in health, in matters of health profiles of women and men and regarding non-discriminatory access to healthcare.	MS/DGS	MS/ARS, I.P./ Health Teams.	Development of technical benchmarks.	Number of benchmarks approved and disseminated.	2015.
25) To promote the integration of the gender perspective within the development of the main health programmes dealing with Communicable Diseases, Non-communicable Diseases, Sexual and Reproductive Health and Violence Throughout the Life Cycle.	MS/DGS	MS/ARS, I.P./ Health Teams. PCM/CIG	Integration of the gender perspective into the health programmes.	Number of programmes that integrate the gender perspective.	Annually, during the period of the plan.
26) To ensure availability of data broken-down by sex and the analysis from a gender perspective of the statistical information on health and the epidemiological data of the population living in Portugal.	MS/DGS	MS/ACSS, I.P./ SPMS, E.P.E./ ARS, I.P./Health Teams. PCM/CIG INE, I.P.	Production of reports on statistical information in health, with data broken down by sex.	Number of reports published with the data broken down by sex and with the respective analysis.	During the period of the plan.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
<b>2.3 – Youth and Sport</b>					
27) To promote awareness raising/training programmes on gender equality and non-discrimination for young people.	PCM/IPDJ, I.P.	PCM/CIG ONG	Reinforcement of the knowledge about gender equality among the youth.	Number of training programmes. Number of young people involved, broken down by sex and region.	Annually, during the period of the plan.
28) To promote within youth volunteering programmes the carrying out of activities that are contrary to the roles traditionally assigned to girls and boys.	PCM/IPDJ, I.P.	ONG	Elimination of gender segregation in volunteering activities.	Number of young people involved in the programmes/projects, broken down by sex. Number of volunteering programmes/projects.	Annually, during the period of the plan.
29) To award the Prize “Youth for Equality”.	PCM/IPDJ, I.P.	PCM/CIG	Distinction and dissemination of best practices in terms of gender equality in youth associations. Biennial distinction.	Number of associations/organisations that have applied for the award and were distinguished. Dissemination of the best practices.	2014 e 2016.
30) To promote balanced and non-discriminatory participation of women and men in the various sports traditionally practiced by the other sex.	PCM/IPDJ, I.P.	PCM ONG	Elimination of gender segregation in the practice of sport.	Number of participants in various sports, broken down by sex.	2015 and during the period of the plan.
<b>2.4 – Social Inclusion and Ageing</b>					
31) To monitor social payments of the solidarity subsystem from the gender perspective.	MSESS/ISS, I.P.		Evaluation of gender impact on social payments included in the solidarity subsystem. 2 Evaluation reports.	Execution report.	2014 and 2016.
32) To monitor the situation of single-parent families benefiting from family allowance, especially those composed of women.	MSESS/ISS, I.P.		Evaluation of the situation of single-parent families benefiting from family allowance. 2 Evaluation reports.	Number of execution reports on measures directed at single-parent families.	2015 and 2017.
33) To promote actions for the prevention of the discrimination phenomenon against young women and women with disabilities.	MSESS/ISS, I.P./ INR, I.P.	MSESS/ IEFP, I.P. MS/DGS MEC/DGE	4 programmes per year.	Number of actions conducted.	Annually, during the period of the plan.
34) To develop awareness raising and training programmes integrating the gender dimension directed at professionals who intervene with vulnerable populations.	PCM/CIG	PCM/ACIDI, I.P. MJ/DGRSP MS/DGS MSESS/ISS, I.P. Municipalities	Improvement of awareness levels and training programmes on gender equality for people who intervene with vulnerable populations. 4 programmes per year.	Number of awareness raising/training programmes conducted. Number of people involved, broken down by sex.	Annually, during the period of the plan.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
35) To promote literacy and capacity building of immigrant women and women from the gypsy communities.	PCM/CIG MEC	PCM/ACIDI, I.P. ONG	Improvement of literacy and capacity building of immigrant women and women from the gypsy communities.	Number of immigrant women and women from the gypsy communities covered by the literacy programmes.	Annually, during the period of the plan.
36) To promote elderly women's access to information and knowledge.	MEC MSESS/IEFP, I.P.	PCM Schools Municipalities ONG	Improvement of the levels of education and functional literacy among the elderly. Development of a literacy programme for women covering areas identified as being of major concern in this field.	Literacy programme for women launched. Number of literacy initiatives promoted. Number of digital literacy initiatives promoted. Number of elderly women attending the programme.	1 <sup>st</sup> semester of 2014. 2 <sup>nd</sup> semester of 2014 and during the period of the plan.
37) To promote training programmes for security forces professionals and social action services staff on gender and ageing issues.	PCM/CIG MAI	MSESS IPSS Municipalities	Improvement of the level of knowledge in matters of gender and ageing among professionals. 5 training programmes per year.	Number of training programmes conducted. Number of professionals involved, broken down by sex.	2014-2015.
<b>2.5 – Environment, spatial planning and energy</b>					
38) To create funding conditions for women within support programmes in the fields of the environment, spatial planning, urban planning and energy, and promote a greater use of financial incentives by women.	MAOTE	All the services of the MAOTE	A 20% increase in the rate of use of financial support by women.	Number of support programmes integrating the gender dimension into the conception of the support system. Number of actions aiming to promote the use of incentives by women. Turnover of the use of incentives by sex.	2014-2016.
39) To promote studies on the gender-energy and gender-environment relationship, particularly in the fields of climate change and effective resources management.	MAOTE	MAOTE/DGEG and ERSE MAOTE/ APA, I.P.	2 Studies.	Number of Studies carried out.	2015-2016.
40) To promote gender equality mainstreaming in the environment, spatial planning and energy policies, plans and programmes implemented by the MAOTE, identifying win-win opportunities and measures to promote gender equality and equal opportunities, environment protection and economic growth.	MAOTE	All the services of the MAOTE	In all the plans in which it is applicable.	Number of measures that integrate gender equality.	2014-2016.

### **Strategic Area 3 – Economic Independence, Labour Market and Organisation of Professional, Family and Personal Life**

Economic independence and the organisation of professional, family and personal life are essential prerequisites for the consolidation of equality between women and men.

Family responsibilities, which still largely fall upon the women, operate to the detriment of women's professional status achieved in labour market, their salary level, their career prospects and their access to training and leisure.

This strategic area seeks to promote conditions favourable to equal opportunities and treatment in the labour market, to the reconciliation between professional, family and personal life, and to the promotion of female entrepreneurship. Promoting non-discrimination between women and men at work and in employment is imperative.

Entrepreneurship drives innovation, competitiveness and growth. It is therefore necessary to create conditions to ensure an appropriate and effective support to female entrepreneurship and self-employment through the entire process of building and developing their initiatives for business creation, as well to enhance the visibility and value of such initiatives.

**This strategic area comprises nine measures and it has the following strategic goals:**

- Reducing the inequalities that remain between women and men in the labour market, particularly at the level of the salary;
- Promoting female entrepreneurship as an element of women's mobilisation in active economic life, and disseminating best practices;
- To encourage the implementation of plans for equality in private companies and monitor the observance of the guidelines regarding the implementation of those plans in the State enterprise sector;
- Strengthening the mechanisms to improve women's access to senior levels of economic decision-making.



<b>V PNI Measures</b>	<b>Responsible entity(ies)</b>	<b>Entities involved in the execution</b>	<b>Goals</b>	<b>Outcome indicators</b>	<b>Schedule</b>
41) To strengthen the implementation of plans for equality in private companies.	PCM/CIG ME	Business associations Companies in the private sector.	Increase of the number of private companies that have adopted plans for equality. Conducting a survey on companies in the private sector to find out the number of corporate plans for equality that have been implemented.	Increase of the number of private companies with plans for equality implemented.	Annually, during the period of the plan.
42) To monitor the enforcement of the legal regime of the State enterprise sector regarding the implementation of plans for equality and the representation of women on boards.	MF	All the Ministries that are in charge of companies in the State enterprise sector. Companies in the State enterprise sector.	Evaluation of the observance of the legal regime regarding the implementation of plans for equality and the representation of women on boards. Production of an annual report on the observance of the legal regime in the State enterprise sector.	Number of companies in the State enterprise sector with plans for equality. Representation of women on boards of companies in the State enterprise sector. Number of reports produced.	Annually, during the period of the plan.
43) To consider the representativeness of women on the boards of the respective companies as decision criterion in the selection of projects applying for funding under the Cohesion policy.	MADR ME	APDC, I.P. Managing Authorities of Regional and Thematic Operational Programmes. Intermediate Bodies.	Valuing companies with women on their boards.	Recognition of this criterion in specific national regulations.	2014.
44) To promote female entrepreneurship, including qualified entrepreneurship, namely through the granting of incentives for the creation of companies, through other financial instruments and through collective actions.	MADR ME MAOTE	APDC, I.P. NGO Managing Authorities of Regional and Thematic Operational Programmes. Intermediate Bodies. PCM/CIG CASES Other entities responsible for the granting of incentives.	Reinforcement of female entrepreneurship.	Lines specifically devoted to the promotion of female entrepreneurship. Number of female entrepreneurship projects supported and funded.	Annually, during the period of the plan.
45) To promote the association and entrepreneurship of women farmers.	MAM	ONG	Improvement of the situation of women farmers.	Number of women farmers associated. Number of women farmers entrepreneurs.	During the period of the plan.

<b>V PNI Measures</b>	<b>Responsible entity(ies)</b>	<b>Entities involved in the execution</b>	<b>Goals</b>	<b>Outcome indicators</b>	<b>Schedule</b>
46) To evaluate the evolution of wage differences between women and men in Portugal, by branch of activity.	MSESS	PCM/CIG MSESS/CITE GEP	1 Evaluation report per year.	Number of Reports produced.	Annually, during the period of the plan.
47) To promote awareness raising programmes and dissemination of the gender equality dimension, aiming to its integration into the collective labour regulation instruments.	MSESS	MSESS/CITE	Elaboration of a technical document to assist the preparation of the collective labour regulation instruments and respective updating. 10 awareness raising actions per year.	Edition of the technical document.  Number of awareness raising programmes. Number of people involved, broken down by sex.	1st semester of 2014. 2014 and during the period of the plan.
48) To disclose the instruments for the reconciliation between professional, private and family life.	MSESS	PCM/CIG MSESS/CITE	Improvement of the conditions for the reconciliation between professional, private and family life. Promotion of a balanced sharing of family tasks between women and men. Promotion of campaigns at the national level directed at companies and the general public, disclosed through the media, public spaces and other appropriate means.	2 campaigns on the reconciliation between professional, private and family life. Number of awareness raising programmes. Number of people involved, broken down by sex.	2015 and 2017.  During the period of the plan.
49) To distinguish best practices within the framework of corporate social responsibility.	MSESS	PCM/CIG MSESS/CITE	Incentives for the adoption of best practices within the framework of corporate social responsibility. Production and dissemination of the annual Report on best practices within the framework of corporate social responsibility. Awarding the Prize "Equality is Quality".	Number of annual Reports published. Number of entities that have applied for the Prize "Equality is Quality".	During the period of the plan. 2014 and 2016.

#### **Strategic Area 4 – Sexual Orientation and Gender Identity**

Traditionally, the Portuguese society has shown a permissive attitude towards discrimination based on sexual orientation and gender identity, which must be combated.

Special attention is given to the initial and continuous training of professionals from sectors particularly involved in this phenomenon, namely health, education, social security, media, as well as the security forces, the Armed Forces and the magistrates.

**This strategic area comprises five measures and it has the following strategic goals:**

- Preventing and combating all forms of discrimination based on sexual orientation and gender identity;
- Improving awareness on this problem of the Portuguese society as a whole;
- Ensuring the implementation and monitoring of the international commitments accepted by Portugal in matters of non-discrimination based on sexual orientation and gender identity.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
50) To raise awareness among the population regarding non-discrimination based on sexual orientation and gender identity.	PCM/CIG	PCM/IPDJ, I.P. ONG	Improvement of awareness among the population regarding the non-discrimination imperative. Conducting awareness raising programmes.	Number of actions conducted. Number of people involved, broken down by sex and age.	Annually, during the period of the plan.
51) To carry out awareness raising campaigns against discrimination based on sexual orientation and gender identity.	PCM/CIG	ONG	Carrying out 2 campaigns.	Number of campaigns carried out.	2015 and 2017.
52) To raise awareness among experts and professionals in the strategic areas regarding the issues of non-discrimination based on sexual orientation and gender identity.	PCM/CIG MS	PCM MF MDN MAI MJ MEC MSESS ONG	5 actions per year.	Number of actions conducted, by intervention area: health centres, hospitals, schools, security forces, Armed Forces, courts, social security, public finance and media. Number of people involved, broken down by sex.	Annually, during the period of the plan.
53) To promote the carrying out of a study on hate crimes motivated by issues of sexual orientation and gender identity.	PCM/CIG MJ	MAI Research centres ONG	Knowledge about the phenomenon of hate crimes motivated by issues of sexual orientation and gender identity.	Dissemination of the study.	2015-2017.
54) To implement and monitor the enforcement of international guidelines in matters of combating discrimination based on sexual orientation and gender identity.	PCM/CIG MNE	All the Ministries	Ensuring the enforcement of international guidelines in matters of combating discrimination based on sexual orientation and gender identity. 1 Annual report.	Number of monitoring reports on international documents.	Annually, during the period of the plan.

## **Strategic Area 5 – Non-governmental Organisations**

In a democratic State, NGO's develop activities that are fundamental for the exercise of citizenship, being essential for central collective life tasks.

For the performance of these tasks, the State should promote and support the associative movements, namely those related to the women's rights and which contribute to the enforcement of the policies for citizenship and gender equality, and should also encourage the development of projects and actions within that scope.

The inclusion of NGO's for the first time in the working group responsible for the implementation of the V PNI marks the importance given to their work and the recognition of their role in the implementation of policies promoting equality and non-discrimination.

**This strategic area comprises three measures and it has the following strategic goal:**

- Strengthening the cooperation with NGO's for the promotion of gender equality, citizenship and non-discrimination.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
55) To support NGO's in the development of projects and specific training programmes to promote gender equality, citizenship and non-discrimination.	PCM/CIG	Public entities of different areas. ONG	Contribution to the activity of NGO's in the promotion of gender equality.	Number of training programmes and projects developed by the NGO's supported by public entities.	During the period of the plan.
56) To cooperate with NGO's in the promotion of gender equality, citizenship and non-discrimination.	PCM/CIG	Public entities of different areas. ONG	Establishment of partnerships with NGO's.	Number of projects promoted by NGO's in partnership with public entities.	Annually, during the period of the plan.
57) To improve the use of materials promoting gender equality produced within the framework of the projects developed by the NGO's.	PCM/CIG	Public entities of different areas.	Maximising resources produced by NGO's within the projects developed.	Number of materials used.	Annually, during the period of the plan.

## **Strategic Area 6 – Media**

The media play a very significant role in contemporary societies and are a decisive influence on behaviours, both positively and negatively.

The messages conveyed by the media tend to reflect and reproduce social reality, but also the stereotypes that persist therein and which they often enhance by using them, generally, as communication facilitators, mostly for commercial purposes.

That takes particular relevance in contents related to entertainment and advertising, although in many cases informative contents also convey messages and images considered to be stereotypes from a gender role perspective. Simultaneously, the media could contribute to an accurate portrayal of a set of realities concerning the inequality between women and men, thus fulfilling an important social role in the development of a more egalitarian society.

This strategic area comprises four measures and it has the following strategic goals:

- Capacity building of media professionals, particularly journalists, for the introduction of the gender dimension in the contents they produce and/or edit;
- Creating referral mechanisms for contents published by journalists and advertisers considered to be sexist and a gender stereotype;
- Improving awareness of the general public on the gender equality and non-discrimination issues, using the privileged medium for communication, which is television.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
58) To raise awareness among the communication sciences professionals and students regarding the importance of the production of media content about gender equality and non-discrimination.	PCM/CIG	CENJOR Higher education institutions.	Improvement of the awareness level among communication sciences professionals and students regarding gender equality and non-discrimination. 2 awareness raising actions per year. Awarding the Prize "Parity: Women and Men in the Media".	Number of awareness raising programmes conducted for communication sciences professionals and students. Number of people involved, broken down by sex. Number of editions of the Prize and distinctions awarded.	Annually, during the period of the plan.  2015 and 2017.
59) To monitor media contents (in journalism and advertising) in a permanent and systematic way, identifying sexist and stereotypical messages.	PCM/CIG	PCM/GMCS/ DGC ERC ONG	Evaluation of the journalistic and advertising contents from a gender perspective. 1 Biennial report.	Number of reports produced.	2015-2017.
60) To create a content, in partnership with media companies, for a television programme about gender equality and non-discrimination.	PCM/CIG	MADR Television broadcasting stations Television products production companies. NGO	Establishment of the partnership. Development and dissemination of the programme.	Production of the programme content.	2014. 2015.
61) To establish protocols with higher education institutions that offer courses in communication sciences and journalism.	PCM/CIG	Higher education institutions.	To include the gender equality and non-discrimination theme into the courses in communication sciences and journalism.	Number of higher education institutions that integrate the theme.	During the period of the plan.



## Strategic Area 7 – Cooperation

This strategic area also comprises measures aiming to guarantee the observance of the commitments accepted by Portugal in the international field and the integration of its policies into the strategic options generated within this domain, namely through the active participation and involvement of Portugal in different international bodies and authorities in which it is represented.

It also includes the measures that substantiate the commitments accepted by Portugal in the scope of the development cooperation, with emphasis on the cooperation with the CPLP countries.

Gender equality is particularly relevant for the success of the development policies; it is therefore important to strengthen gender equality dimension mainstreaming in the sectoral cooperation policies. This involves enhancing the impact of Portuguese cooperation in this area and fulfilling the commitments internationally accepted by Portugal in this matter, namely through the promotion of gender equality in partner countries within the Portuguese cooperation. These commitments should also reflect upon the implementation of the Portuguese Cooperation Strategy for Gender Equality.

It is also intended to consolidate the work already started regarding the implementation of the United Nations Security Council Resolution on “Women, Peace and Security”.

Ultimately, the V PNI keeps favouring the joint work between the Portuguese communities and the countries of residence and work of nationals, with the goal of promoting gender equality in our communities.

**This strategic area is subdivided into two subareas and it comprises nine measures, with the following strategic goals:**

- Actively participating in the main international fora regarding gender equality;
- To disseminate, implement and monitor the international guidelines to which Portugal has subscribed in matters of gender equality;
- Promoting gender equality mainstreaming in all the international cooperation policies;
- Expanding the measures for the promotion of gender equality in the Portuguese communities.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
<p><b>7.1 – International Relations</b> <b>- Bilateral and multilateral cooperation.</b></p> <p>62) To contribute to the consolidation of equality policies in the European Union and of policies adopted in other international organisations.</p>	MNE	All the Ministries.	Intervention in equality policies of the European Union and of other international organisations.	Number of attendances of meetings organised by international bodies directly focus-ed on equality between women and men, broken down by Ministry.	Annually, during the period of the plan.
63) To make known the commitments accepted by Portugal before international authorities, as well as the guidelines produced by international bodies in matters of gender equality.	MNE	CIG CITE All the Ministries within the respective intervention area.	Disseminating the international commitments accepted by the Portuguese State of relevance in the field of gender equality.	Number of commitment documents disclosed.	Annually, during the period of the plan.
64) To elaborate the II National Action Plan for the Implementation of the UNSC Resolution 1325 (2000) on Women, Peace and Security Safety.	PCM/CIG MNE	PCM MDN MAI MJ ONG Other entities.	Elaboration of the Action Plan.	Approval of the plan.	2 <sup>nd</sup> semester of 2014.
65) To establish bilateral cooperation protocols and professional exchange programs with third countries within the framework of gender equality policies.	MNE	CIG Ministries involved in international cooperation. ONG	Strengthening of cooperation in matters of gender equality.	Number of protocols. Number of professional exchange programs.	Annually, during the period of the plan.
66) To ensure effective implementation of the guidelines contained in the Portuguese Cooperation Strategy for Gender Equality.	MNE	Ministries involved in the execution of the axes contained in the Strategy.	Evaluation of the implementation of the guidelines. 1 Annual meeting. Biennial reports on the implementation of the Strategy.	Number of inter-ministerial Meetings for monitoring the Strategy. Number of Reports.	Annually, during the period of the plan. 2015 and 2017.
67) To consolidate the cooperation with the Member States of the Community of Portuguese Speaking Countries.	MNE	PCM/CIG Ministries involved in the cooperation with the CPLP.	Deepening the relations with the CPLP countries. 2 activities per year.	Number of activities developed.	Annually, during the period of the plan.
68) To implement gender equality mainstreaming in all the sectoral policies on development cooperation.	MNE	PCM/CIG Ministries involved in international cooperation.	Integration of the gender equality dimension into all the sectoral policies on development cooperation.	Number of projects that integrate the gender equality dimension, by sectoral policy.	Annually, during the period of the plan.

V PNI Measures	Responsible entity(ies)	Entities involved in the execution	Goals	Outcome indicators	Schedule
<b>7.2 – Portuguese Communities</b>  69) To strengthen the promotion of gender equality in the Portuguese communities.	MNE	CIG ONG	Dissemination to the Portuguese communities of the gender equality policies pursued by Portugal.	Number of actions developed for the Portuguese communities.	Annually, during the period of the plan.
70) To include the gender equality dimension into the relations with the countries of residence and work of nationals.	MNE	ONG	Integration of the gender perspective into the relation with countries of residence and work of nationals.	Number of actions developed.	Annually, during the period of the plan.

## V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017

### ACRONYMS

ACIDI, I.P.	— High Commissioner for Immigration and Intercultural Dialogue
ACSS, I.P.	— Central Administration of the Health System
ANMP	— National Association of Portuguese Municipalities
APA, I.P.	— Portuguese Environment Agency
APDC, I.P.	— Agency for Development and Cohesion
ARS, I.P.	— Regional Health Administration
CASES	— António Sérgio Cooperative for Social Economy
CEJUR	— Legal Centre of the Presidency of the Council of Ministers
CENJOR	— Professional Training Protocol Centre for Journalists
CIG	— Commission for Citizenship and Gender Equality
CITE	— Commission for Equality in Labour and Employment
CPLP	— Community of Portuguese Speaking Countries
DGAEP	— Directorate-General for Administration and Public Employment
DGArtes	— Directorate-General for the Arts
DGC	— Consumer Directorate-General
DGE	— Directorate-General for Education
DGEG	— Directorate-General for Energy and Geology
DGES	— Directorate-General for Higher Education
DGRSP	— Directorate-General for Probation and Prison Services
DGS	— Directorate-General for Health
ERC	— Media Regulatory Authority
ERSE	— Energy Services Regulatory Authority
FCT, I.P.	— Foundation for Science and Technology
GEP	— Office of Strategy and Planning
GEPAC	— Office for Cultural Planning, Strategy and Evaluation
GMCS	— Office for the Media
IEFP, I.P.	— Institute for Employment and Vocational Training
INA	— Directorate-General for the Qualification of Public Workers
INE, I.P.	— National Institute of Statistics
INR, I.P.	— National Institute for Rehabilitation
IPDJ, I.P.	— Portuguese Institute for Sport and Youth

## NATIONAL PLANS 2014-2017

IPSS	— Private Institutions for Social Solidarity
ISS, I.P.	— Social Security Institute
MADR	— Minister in the Cabinet of the Prime Minister and for Regional Development
MAI	— Ministry of Internal Affairs
MAM	— Ministry of Agriculture and Sea
MAOTE	— Ministry of Environment, Spatial Planning and Energy
MDN	— Ministry of National Defence
ME	— Ministry of Economy
MEC	— Ministry of Education and Science
MF	— Ministry of Finance
MJ	— Ministry of Justice
MNE	— Ministry of Foreign Affairs
MS	— Ministry of Health
MSESS	— Ministry of Solidarity, Employment and Social Security
NGO	— Non-Governmental Organisation
PCM	— Presidency of the Council of Ministers
SPMS, E.P.E.	— Shared Services of the Ministry of Health
ICT	— Information and Communication Technologies