



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

***Igualdade
de Género
em Portugal
2013***



*Short excerpts from this publication may be reproduced without authorisation.
The source has to be quoted in any event of use.*

Title:

Gender Equality in Portugal 2013

Author:

Commission for Citizenship and Gender Equality (Fernanda Santos - coordination & drafting; Fernanda Santos and Leonor Gaspar Pinto - graphic coordination & proof reading).

Published by:

COMMISSION FOR CITIZENSHIP AND GENDER EQUALITY
Av. da República, 32-1.º
1050-193 Lisboa PORTUGAL
Tel: (+351) 217 983 000
Fax: (+351) 217 983 098
E-mail: cig@cig.gov.pt
www.cig.gov.pt

The legislative and statistical information contained in this publication was updated up to 30 January 2015

Design and production:

4 Elementos | Ana Luísa Bolsa

Text revision:

Wordsinc

Printing:

IDG Imagem Digital Gráfica

Print run:

1,500 copies

ISBN:

978-972-597-397-4 (CD-ROM)
978-972-597-396-7 (PDF)

Lisbon, 2015

1. EQUALITY IN PORTUGAL – PRINCIPLES AND POLICIES	4
1.1 SIGNIFICANT DATES AND EVENTS	4
2. POPULATION	16
2.1 FAMILY	17
2.2 PARENTHOOD	18
3. SOCIAL SECURITY	19
4. EDUCATION	20
5. WORK AND EMPLOYMENT	26
5.1 EMPLOYMENT	26
5.2 UNEMPLOYMENT	29
5.3 REMUNERATION	30
5.4 GENDER PAY GAP	32
6. POWER AND DECISION-MAKING	34
6.1 PARLIAMENT	34
6.2 GOVERNMENT	34
6.3 REGIONAL ASSEMBLIES	35
6.4 MUNICIPALITIES	35
6.5 EUROPEAN PARLIAMENT	35
6.6 PUBLIC ADMINISTRATION	36
6.7 OTHER PUBLIC BODIES	36
7. VIOLENCE AGAINST WOMEN	37
7.1 DOMESTIC VIOLENCE	37
7.2 TRAFFICKING IN HUMAN BEINGS	38
8. POVERTY AND SOCIAL EXCLUSION	40
8.1 THE OTHER SIDE OF SOCIAL EXCLUSION: MATERIAL DEPRIVATION	42
9. THE COMMISSION FOR CITIZENSHIP AND GENDER EQUALITY	43
9.1 CIG'S ADVISORY COUNCIL	44
9.2 NATIONAL PLANS	45
9.2.1 V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017	46
9.2.2 V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017	46
9.2.3 III National Plan to Prevent and Combat Trafficking in Human Beings 2014-2017	47
9.2.4 III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017	47
9.2.5 II National Action Plan for the Implementation of the UN Security Council Resolution 1325 (2000) on "Women, Peace and Security" (2014-2018)	48
10. DATA SOURCES	49

1. Equality in Portugal – Principles And Policies

The *Constitution of the Portuguese Republic* that was passed on 2 April 1976 and subsequently revised in 1982, 1989, 1992, 1997 and 2005, states:

Article 9 (Fundamental tasks of the state)

h) To promote equality between men and women.

Article 13 (Principle of equality)

1. Every citizen shall possess the same social dignity and shall be equal before the law.
2. No one shall be privileged, favoured, prejudiced, deprived of any right or exempted from any duty on the basis of ancestry, sex, race, language, place of origin, religion, political or ideological beliefs, education, economic situation, social circumstances or sexual orientation.

Article 109 (Citizens' participation in politics)

The direct and active participation in politics by men and women is a fundamental instrument in the consolidation of the democratic system and the law shall promote both equality in the exercise of civic and political rights and the absence of gender-based discrimination in the access to political office.

1.1 SIGNIFICANT DATES AND EVENTS

- 1867 - First *Civil Code*, improving the situation of women regarding the rights of spouses, children, property and the administration thereof.
- 1889 - First female graduate in Medicine - Elisa Augusta da Conceição de Andrade (Lisbon School of Medicine and Surgery).
- 1890 - 6 March 1890, amendment of the Law passed on 9 August 1888, authorising the government to create secondary schools for girls.
- 1910 - Divorce is allowed for the first time in Portugal. With regards to the grounds for divorce and rights over the children, the Law becomes equal for both husband and wife. The new marriage and filiation Law bases marriage on equality. Women no longer owe obedience to their husbands.
 - The crime of adultery is treated the same when committed by women or men.
- 1911 - Women acquire the right to work in the Public Administration.
 - Carolina Beatriz Ângelo, a medical doctor, widow and mother, votes in the elections for the Constituent Assembly, invoking her capacity as head of the family. The Law is subsequently amended, recognising only men's right to vote.
 - The first woman is appointed to a University Chair - Carolina Michaëlis de Vasconcelos (Philology).
 - Creation of the *Association of Feminist Propaganda*.
 - Compulsory education for boys and girls aged from 7 to 11.
- 1912 - Carolina Michaëlis de Vasconcelos and Maria Amália Vaz de Carvalho are appointed as members of merit of the Lisbon Academy of Sciences.
- 1913 - First female graduate in Law - Regina Quintanilha.

- 1917 - The *Portuguese Women's Crusade* is founded by Ana de Castro Osório to support Portugal's intervention in the Great War.
- 1918 - By Decree No. 4 676, of 17 July 1918, women are authorised to practise Law.
- 1920 - Girls are authorised to attend boys' secondary schools.
- 1924 - *First Feminist and Education Congress*.
- 1926 - Establishment of the authoritarian political regime known as *Estado Novo* (New State).
 - Establishment of prior restraint on the press.
 - Women are allowed to teach in boys' secondary schools.
- 1928 - *Second Feminist Congress*.
- 1931 - Granted the right to vote to women with university degrees or secondary school qualifications' right to vote (Decree with the force of Law No. 19 694, of 5 May 1931) – while men are only required to be able to read and write.
- 1933 - The new Political Constitution of the New State establishes equality of citizens before the Law, "except, in relation to women, those differences that are as a result of nature and for the good of the family" (Article 5).
- 1935 - First female deputies in the National Assembly: Domitila de Carvalho, Maria Guardiola and Maria Cândida Parreira. First female members of the Corporative Chamber: Clemência Dupin de Seabra (forestry products) and Maria José Novais (spiritual and moral interests).
- 1946 - The new electoral Law, more extensive than the one of 1931, still has different requirements for male and female voters in elections for the National Assembly (Law No. 2 015, of 28 May 1946).
- 1959 - Portuguese women who marry a foreigner may, if they wish, retain their nationality. Law No. 2 098, of 29 July, amended by Decree No. 43 090, of 27 July 1960.
- 1963 - The Decree-Law No. 44 579, of 19 September 1962, comes into force, prohibiting the practice of prostitution, which may be punished by a prison sentence as from January 1963.
- 1967 - The new *Civil Code* comes into force, according to which the head of the family is the husband, who is responsible for making decisions regarding marital life and children.
- 1968 - Law No. 2 137, of 26 December, proclaiming equal political rights for men and women, irrespective of their marital status. However, the inequalities remain in the case of local elections, whereby only the head of the family elects the parish councils.
- 1969 - Introduction into national legislation of the principle of "equal pay for equal work" (Decree-Law No. 49 408, of 24 November 1969, Article 116).
 - A married woman can cross borders without her husband's permission (Decree-Law No. 49 317, of 25 October 1969).
- 1970 - Creation of a *Working Group for the Participation of Women in Economic and Social Life*, chaired by Maria de Lourdes Pintasilgo, who later became the first female Minister and first female Prime Minister, which carried out the first survey on discrimination in public and private Law, proposed changes to the family Law and to the legislation on female labour.
 - First woman in the Government – Maria Teresa Lobo – Under Secretary of State for Health and Welfare.

- 1971 - Amendment of Article 5 of the Constitution, retaining the sentence “except, in relation to women, those differences that are as a result of nature and for the good of the family”.
- 1973 - Creation of the *Commission on Social Policy for Women*, as a continuation of the above-mentioned working group, also chaired by Maria de Lourdes Pintasilgo.
- Ministerial Order No. 186/73, of 13 March, on restricted labour, prohibiting the employment of women in certain activities considered hazardous on account of their genetic function.
- 1974 - Revolution of 25 April. Establishment of Democracy.
- 1974 to 1975 - Independence of the former colonies (Angola, Cape Verde, Guinea Bissau, Mozambique and São Tomé and Príncipe).
- Return of nearly a million Portuguese to Portugal as a result of the independence of the former colonies.
 - Three Laws allow women’s access to, respectively, *all posts in local government* (Decree-Law No. 492/74, of 27 September), *in diplomatic service* (Decree-Law No. 308/74, of 6 July) and *in judiciary* (Decree-Law No. 251/74, of 12 June)
 - Abolition of all gender-based restrictions on citizens’ electoral powers (Decree-Law No. 621/A/74, of 15 November).
 - First female minister: Maria de Lourdes Pintasilgo, as Minister of Social Affairs.
- 1975 - First free and democratic elections to the Constituent Assembly.
- Amendment of Article XXIV of the Concordat, allowing couples married according to the Roman Catholic religion to obtain a civil divorce (Decree-Law No. 187/75, of 4 April).
 - *International Women’s Year. Portugal officially attends the World Conference of the International Women’s Year, organised by the UN and held in Mexico City.*
 - The *Commission on the Status of Women (Comissão da Condição Feminina - CCF)*, the new name given to the 1973 Commission, is set up within the remit of the Ministry for Social Affairs.
- 1976 - Entry into force of the *new Constitution*, which establishes *equality between men and women in all fields* (25 April 1976).
- Abolition of the right of husbands to open their wives’ correspondence (Decree-Law No. 474/76, of 16 June).
 - Family planning consultations are created, as part of the health service (Health Secretary of State - SES Order, of 16 March).
 - The 90-day maternity leave is approved (Decree-Law No. 112/76, of 7 February) by proposal of the CCF (subsequently the object of various extensions).
- 1977 - Institutionalisation of the *Commission on the Status of Women* within the remit of the Presidency of the Council of Ministers (Decree-Law No. 485/77, of 17 November).
- 1978 - Entry into force of the revised *Civil Code* (Decree-Law No. 496/77, of 25 November); according to family Law, the status of the married woman is no longer one of dependence but of equality with the husband. The “head of the family” figure ceases to exist. Domestic governance is no longer *per se* the province of the wife. Marital authority ceases to exist: both partners lead shared and individual lives. The spouses decide together on the couple’s

- residence. Upon marriage, husband and wife may add up two of their spouse's surnames to their own. The wife no longer requires her husband's authorisation to engage in business. Each spouse can carry out any profession or activity without the consent of the other.
- 1979 - Decree-Law No. 392/79, of 20 September, aiming to guarantee equal opportunities for men and women in work and employment (by proposal of the CCF).
- Creation of the *Commission for Equality in Labour and Employment (Comissão para a Igualdade no Trabalho e no Emprego - CITE)*, attached to the Ministry of Labour, with the aim of implementing Decree-Law No. 392/79.
 - First woman appointed to the post of Prime Minister: Maria de Lourdes Pintasilgo.
- 1980 - First female Civil Governor: Mariana Calhau Perdigão (Évora).
- Portugal ratifies, by Law No. 23/80, of 26 July, the *Convention on the Elimination of all Forms of Discrimination against Women*, during the Second World Conference of the United Nations Decade for Women, which took place in Copenhagen and to which Portugal sent an official delegation.
- 1981 - Entry into force of Decree-Law No. 421/80, of 30 September, which regulated advertising. It forbade the use of the woman's image as an object and any sex-based discrimination. This Law was revoked by Decree-Law No. 303/83, of 28 June, which maintained these provisions. Subsequently, Decree-Law No. 330/90, of 9 October, amended by Decree-Law No. 6/95, of 17 January, approved the *Advertising Code*.
- The *Nationality Law* (Law No. 37/81, of 3 October, amended by Law No. 25/94, of 19 August) provides for equal treatment of individuals of both sexes and children born within and outside marriage. Fathers and mothers have the same influence on the nationality of children. A foreign man or woman married for more than three years to a Portuguese national may acquire Portuguese nationality by means of a declaration made during the duration of the marriage; marriage to a foreigner has no effect on nationality.
- 1983 - Entry into force of the *Criminal Code* (Decree-Law No. 400/82, of 23 September, subsequently the object of various amendments). This introduces important innovations and changes, especially regarding: abuse between husband and wife or against minors or employees (Article 153); abduction of minors (Article 196); failure to provide material support to the family (Article 197); failure to provide material support outside marriage (Article 198); abandonment of the spouse or children in moral danger (Article 199). Prostitution ceases to be a criminal activity, while those who encourage and facilitate it or exploit the prostitute's immoral earnings are punishable (Article 215). Those participating in human trafficking for the purposes of overseas prostitution are also punishable (Article 217). A woman's artificial insemination without consent is also punishable (Article 214).
- 1984 - Law No. 4/84, of 5 April (subsequently amended) – *Maternity and Paternity Protection*.
- Law No. 6/84, of 11 May (subsequently amended) – *Exclusion of illegality in some cases of voluntary interruption of pregnancy*.

- 1987 - Military Service Law No. 30/87, of 7 July, amended by the Laws No. 89/88, of 5 August, and No. 22/91, of 19 June, stipulating that all Portuguese citizens must complete military service, although “citizens of the female sex” are exempted from that obligation and may perform it voluntarily in terms to be defined at a later date.
- 1991 - Decree-Law No. 166/91, of 9 May, creating the *Commission for Equality and Women's Rights (Comissão para a Igualdade e Direitos das Mulheres - CIDM)*, which replaces the *Commission on the Status of Women*.
- Law No. 61/91, of 3 August, guaranteeing adequate protection to women victims of violence.
- 1992 - Rescission of ILO Convention 89 on night shift work by women (1948), as a result of a Community Directive. Consequently, women’s night shift work is no longer forbidden, except during pregnancy and maternity leave.
- 1995 - Revision of the *Criminal Code*, through Decree-Law No. 48/95, of 15 March (rectified by the Declaration of Rectification No. 73-A/95, of 14 June, and subsequently amended). This included increased penalties for crimes of abuse or overworking of minors, people with disabilities or spouses (Article 152), rape (Article 164) and pimping (Article 170).
- 1996 - Decree-Law No. 3-B/96, of 26 January, creating the High Commissioner for the Promotion of Equality and Family.
- 1997 - Council of Ministers Resolution No. 49/97, of 24 March, approving the *First Global Equality Plan*.
- Law No. 90/97, of 30 July, extending periods for non-criminal voluntary interruption of pregnancy.
 - Constitutional Law No. 1/97, of 20 September, undertaking the fourth revision of the Constitution, with Article 9(h) establishing as a fundamental task of the state the promotion of equality between women and men and, Article 109, establishing the principle of prohibition of discrimination on grounds of sex in access to political office.
- 1998 - For the first time in Portugal, two referendums were held: one on the decriminalisation of abortion and another on regionalisation, with the “No” vote winning in both cases.
- Law No. 18/98, of 28 April, making certain amendments to Law No. 4/84 of 5 April, and extending maternity leave to 110 days up to 31 December 1999, and to 120 days thereafter.
- 1999 - Council of Ministers Resolution No. 55/99, of 15 June, approving the *National Plan against Domestic Violence*.
- Law No. 107/99, of 3 August, establishing the general framework for the setting up of a public network of shelters for women victims of violence public network, making the State responsible, through the Government, for their creation, settlement, management and maintenance.
 - Law No. 174/99, of 21 September, approving the military service Law which does not establish any differences between “citizens of the female sex and of the male sex”.
 - Decree-Law No. 474-A/99, of 8 November, approving the Organic Law of the XIV Constitutional Government, which creates a Minister of Equality, in the Presidency of the Council of Ministers, Maria de Belém Roseira, who “shall

- exercise the powers that may be delegated by the Council of Ministers or by the Prime Minister”. The same Decree-Law abolishes the High Commissioner for the Promotion of Equality and Family.
- 2000 - As a result of the change in the government’s structure, introduced by Decree-Law No. 267-A/2000, of 20 October, the Minister of Equality post was abolished.
- 2001 - By Decree of the President of the Republic No. 34-F/2001, of 4 July, a Secretary of State for Equality, Maria do Céu da Cunha Rego, was appointed. As a result of the government’s structure change in 2002, the Presidency of the Council of Ministers ceases to include the Secretary of State for Equality.
- 2002 - Decree of the President of the Republic No. 15/2002, of 8 March, ratifying the Optional Protocol to the Convention on the Elimination of all Forms of Discrimination against Women, adopted in New York on 6 October 1999, is approved for ratification by Parliament Resolution No. 17/2002, on 20 December 2001, published on 8 March 2002.
- 2003 - Council of Ministers Resolution No. 88/2003, of 7 July, approving the Second National Plan against Domestic Violence.
- Council of Ministers Resolution No. 184/2003, of 25 November, approving the Second National Plan for Equality.
- 2004 - Constitutional Law No. 1/2004, of 24 July, making the sixth revision of the Constitution. The amendments to the text include the possibility of transposing, into Portuguese Law, treaties provisions governing the European Union as well as rules issued by its institutions, provided certain conditions are observed; the reference to sexual orientation in the principle of equality’s legal provision; and the insertion of the State’s responsibility in the promotion of work and family life reconciliation.
- 2006 - Council of Ministers Resolution No. 64/2006, of 18 May, making the second amendment to the Council of Ministers Resolution No. 82/2005, of 15 April, which approved the 14th Constitutional Government’s Council of Ministers’ Rules of Procedure (rectified by the Declaration of Rectification No. 31/2006, of 12 June).
- Accordingly, bills submitted for the Council of Ministers’ consideration must be accompanied by an explanatory memorandum on its gender impact assessment, when the subject’s nature has implications for gender equality; it further states that in legal documents the specification of gender should be neutralised or minimised by employing inclusive or neutral forms, namely by using non-specific terms or invariable pronouns.
- Organic Law No. 3/2006, of 21 August, *the Parity Law*, establishing that the candidates’ lists for Parliament, the European Parliament and the local authorities shall ensure a minimum representation of 33% of persons of each sex.
- 2007 - *European Year of Equal Opportunities for All*. The mission structure for the implementation of the year was coordinated by CIDM’s President.
- Law No. 5/2007, of 16 January (Law on Physical Activity and Sports), stating that everyone, regardless of their sex, has the right to physical activity and sport and that the practice of sport shall contribute to the promotion of balanced and non-discriminatory situations between women and men.

- Law No. 16/2007, of 17 April, decriminalising the voluntary interruption of pregnancy if carried out at the woman's decision in the first ten weeks of pregnancy.
 - Decree-Law No. 164/2007, of 3 May, approving the organic structure of the *Commission for Citizenship and Gender Equality* (Comissão para a Cidadania e a Igualdade de Género - CIG), whose mission is to guarantee the implementation of public policies in connection with citizenship and the promotion and protection of gender equality (see chapter "Commission for Citizenship and Gender Equality").
 - Council of Ministers Resolution No. 81/2007, of 22 June, approving the First National Plan against Trafficking in Human Beings (2007-2010).
 - Council of Ministers Resolution No. 82/2007, of 22 June, approving the Third National Plan for Equality – Citizenship and Gender (2007-2010).
 - Council of Ministers Resolution No. 83/2007, of 22 June, approving the Third National Plan against Domestic Violence (2007-2010).
 - Council of Ministers Resolution No. 86/2007, of 3 July, approving the *National Strategic Reference Framework* (NSRF) for 2007-2013. This is a strategic document that frames the implementation in Portugal of economic, social and territorial development policies through the structural and cohesion funds associated with the European Union's cohesion policy. The basic aim of its Priority Axis 7 – "Gender Equality" – is to spread a culture of equality through gender mainstreaming strategies in education and training, equal opportunities in access to and participation in the labour market, reconciliation of work and family life, prevention of gender violence and promotion of efficient public policy instruments to promote gender equality and empowerment of relevant stakeholders to pursue them.
- 2008
- Council of Ministers Resolution No. 70/2008, of 22 April, approving strategic guidelines for the state enterprise sector. Its intent is to *"design and implement human resource policies aimed at valuing the individual, strengthening motivation and stimulating an increase in employee productivity in a context of balance and strict control of associated costs, compatible with the size and the company's economic and financial situation, and to design and implement plans to promote equal treatment and opportunities for men and women, eliminate discrimination and reconcile personal, family and work life."*
 - Council of Ministers Resolution No. 161/2008, of 22 October, adopting cross-over gender mainstreaming measures in the Public Administration and *approving the status of equality advisers* and members of the interdepartmental teams for equality.
 - Law No. 61/2008, of 31 October, stating that divorce may be by mutual consent or without the consent of one of the spouses.
- 2009
- By Decree of the President of the Republic No. 105/2009, of 31 October, a Secretary of State for Equality, Elza Pais, was appointed.
 - Law No. 112/2009, of 16 September, establishing the legal framework for preventing domestic violence and protecting and assisting its victims.
 - Law No. 7/2009, of 12 February, revising the Labour Code and in general terms presenting the legal framework for the protection of parenthood.

- Law No. 60/2009, of 6 August, establishing the framework for sex education at schools, and has to be in place in schools from the start of the 2009/2010 academic year.
- 2010 - Law No. 26/2010, of 30 August, amending the Code on Criminal Proceedings (among other measures, it alters the concept of violent crime so as to include the crime of domestic violence).
- Law No. 9/2010, of 31 May, allowing civil marriage between persons of the same sex.
- 2011 - Law No. 7/2011, of 15 March, Gender Identity Law, establishing the procedure for changing the sex and forename entry in the birth, marriage and death registry.
- By Decree of the President of the Republic No. 54-D/2011, 1st Supplement of 28 June, Teresa Morais was appointed as Secretary of State for Parliamentary Affairs and Equality.
- Assunção Esteves was elected as President of the National Assembly of the XII Legislature, with 186 votes, 41 blank ballots and 1 null ballot. It is the first woman to hold the position of President of the Assembly of the Republic, the second figure of the Portuguese State (Official Journal of the National Assembly No. 2 of 22 June).
- 2012 - Ministerial Order No. 6/2012, of 3 January, regulating the distribution of funds arising from the state games offered by Santa Casa da Misericórdia de Lisboa in 2012, determining the allocation of 3.75% of the value assigned to the Presidency of the Council of Ministers to the Office of the Secretary of State for Parliamentary Affairs and Equality, in order to grant priority support to actions and programmes to combat domestic violence and to the development and promotion of other actions in the context of citizenship and gender equality, to be transferred to the General Secretariat.
- Regulatory Decree No. 1/2012, of 6 January, approving the internal reorganisation of the Commission for Citizenship and Gender Equality, which aims to ensure the implementation of public policies in the field of citizenship and the promotion of equality between women and men, in particular by promoting actions aimed at the civic awareness regarding the identification of situations of discrimination and of forms to eliminate them.
- Ministerial Order No. 45/2012, of 13 February, creating the Stimulus Measure for 2012 (*Medida Estímulo 2012*), which consists of granting financial support to employers to conclude employment contracts with people registered as unemployed at an employment centre for at least six consecutive months, with the obligation to provide professional training. Pursuant to subsection b) point vi) of article 5, paragraph 2, the financial support granted to the employer is increased, corresponding to 60% of the worker's monthly salary, in the case of employment contracts which are signed with a unemployed woman whose level of qualifications is lower than the 3rd cycle of basic education.
- Council of Ministers Resolution No. 19/2012, of 8 March, calling for the adoption of measures to promote gender equality in management and supervisory positions within companies.
- Council of Ministers Resolution No. 19/2012, of 12 March, aiming to increase the representation of women in decision-making positions in State-Owned companies, particularly in boards and supervisory bodies. Likewise, the

Resolution recommended that private companies should approve equality plans. The State-owned enterprise sector companies must report, every six months, to the member of the Government responsible for gender equality on the result of the measures implemented. Regarding private sector companies, and although the Resolution only recommends the adoption of plans for equality and self-regulation measures, it is also the Government's intention to monitor improvements in women's representation in their supervisory and executive boards.

- By Decree of the President of the Republic No. 153-A/2012, of 12 October, Joana Marques Vidal was appointed Attorney General. She became the first woman to lead the Attorney General's office.
- Ministerial Order No. 327/2012, of 18 October, regulating the distribution of funds arising from the state games offered by Santa Casa da Misericórdia de Lisboa in 2013, determining the allocation of 3.75% of the value assigned to the Presidency of the Council of Ministers to the Office of the Secretary of State for Parliamentary Affairs and Equality, in order to grant priority support to actions and programmes to combat domestic violence, and to the development and promotion of other actions in the context of citizenship and gender equality, to be transferred to the General Secretariat.
- 2013 - Parliament Resolution No. 4/2013, of 21 January, approving the *Council of Europe Convention on preventing and combating violence against women and domestic violence* (adopted in Istanbul on 11 May 2011), ratified by the Decree of the President of the Republic No. 13/2013, of 21 January.
- Law No. 19/2013, of 21 February, which conducted the 29th amendment to the Penal Code, approved by Decree-Law No. 400/82, of 23 September, and the first amendment to Law No. 112/2009, of 16 September, which establishes the legal regime applicable to the prevention of domestic violence and to the protection and assistance to its victims.
- Council of Ministers Resolution No. 13/2013, of 8 March, adopting a set of measures aimed at guaranteeing and promoting equal opportunities and outcomes for women and men in the labour market.
- Parliament Resolution No. 41/2013 of 8 March, recommending to the Government a set of measures to combat discriminatory practices between men and women at work, including the publication on the official website of the Authority for Working Conditions, of updated statistical information with data broken down by sex.
- Parliament Resolution No. 45/2013, of 8 March, recommending to the Government to deploy the mechanisms required to combat direct and indirect wage discrimination, and to prioritise inspection and punitive action.
- Parliament Resolution No. 46/2013, of 8 March, urging the Government to create a national campaign to promote the clarification of women about their rights in the working world, as well as of employers regarding the need to promote gender equality in the workplace.
- Parliament Resolution No. 47/2013, of 8 March, recommending the Government to take effective steps against impoverishment and worsening poverty among women.

- Parliament Resolution No. 48/2013, of 8 March, recommending to the Government the adoption of measures aimed at the protection and value enhancement of women's rights in the workplace.
- Ministerial Order No. 106/2013, of 14 March, creating a measure to support employment, the Stimulus Measure for 2013 (*Medida Estímulo 2013*), which consists of granting financial support to employers to conclude employment contracts with people registered as unemployed at an employment centre or an employment and vocational training centre, with the obligation to provide professional training. The financial support granted may correspond up to 60% of the worker's monthly salary in the case of employment contracts with female workers whose level of qualifications is lower than the 3rd cycle of basic education or with workers with low representation in an activity sector that traditionally employs a majority of people of the same sex.
- Order No. 6378/2013, of 7 May, of the Office of the Assistant Secretary of State to the Minister of Health, establishing, under the Ministry of Health, an integrated intervention model of interpersonal violence throughout the life cycle, with the designation of Health Action on Gender, Violence and Life Cycle (ASGVCV).
- Order No. 204-A / 2013, of 18 June, establishing a measure to Support Hiring Through Single Social Security Tax Refund (*Apoio à Contratação Via Reembolso da Taxa Social Única*), which is addressed to, among others, people registered as unemployed at the Institute of Employment and Vocational Training, aged between 31 and 44, inclusive, and who are responsible for a single-parent family.
- Order No. 204-B/2013, of 18 June, establishing the Employment Traineeship Measure (*Medida Estágios Emprego*), which perceives traineeship as the development of practical experience in the workplace in order to promote the inclusion of young people in the labour market or the retraining of unemployed, and it cannot consist of filling a job position. This measure is addressed, among others, to unemployed of a single-parent family.
- Law No. 60/2013, of 23 August, conducting the 30th amendment to the Penal Code, approved by Decree-Law No. 400/82, of 23 September, the fourth amendment to Law No. 5/2002, of 11 January, and the first amendment to Laws No 101/2001, of 25 August, and 45/2011, of 24 June, transposing into national law, the Directive 2011/36/UE of the European Parliament and of the Council, of 5 April, on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA.
- Law No. 67/2013, of 28 August, approving the framework law of independent administrative bodies with regulatory functions of the economic activity in the private, public and cooperative sectors, stating that the appointment of the chairman of the board must guarantee gender alternation, and that for the remaining members of the board a minimum representation of 33% of each gender must be guaranteed.
- Law No. 75/2013, of 12 September, establishing the legal regime of local authorities, approving the status of intermunicipal entities, establishing the legal regime of the transfer of competencies from the State to local authorities

and intermunicipal entities and approving the legal framework of local government associations, and which determines that it is the competence of the municipalities to ensure the integration of a gender perspective into all municipal areas, namely through the adoption of municipal plans for equality.

- Decree-Law No. 133/2013, of 3 October, establishing the principles and rules applicable to the public enterprise sector, including the general basis of the status of public companies, determining presence of men and women in the composition of the administrative and supervisory bodies of public companies, the promotion of equality and non-discrimination, as part of its social responsibility, and the adoption of equality plans aimed at achieving effective equality of treatment and opportunity between men and women, at eliminating discrimination and at enabling the reconciliation of personal, family and professional life in the context of human resources policies.
- Ministerial Order No. 322/2013, of 30 October, determining the regulatory rules required for the distribution of net operating income of state games assigned to the Presidency of the Council of Ministers, allocating 3.75% of these results to the Office of the Secretary of State for Parliamentary Affairs and Equality, in order to grant priority support to actions and programmes to combat domestic violence and to the development and promotion of other actions in the context of citizenship and gender equality, to be transferred to the General Secretariat of the Presidency of the Council of Ministers.
- Resolution of the Council of Ministers No. 101/2013, of 31 December, approving the *III National Plan for Preventing and Combating Trafficking in Human Beings 2014-2017*, rectified by the Declaration of Rectification No. 13/2014, of 28 February.
- Resolution of the Council of Ministers No. 102/2013, of December 31, approving the *V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017*, which contains attached the *III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017*, rectified by the Declaration of Rectification No. 12/2014, of 28 February.
- Resolution of the Council of Ministers No. 103/2013, of 31 December, approving the *V National Plan for Gender Equality, Citizenship and Non-Discrimination 2014-2017*, rectified by the Declaration of Rectification No. 14/2014, of 28 February.

Although the collection of legal information contained in this issue generally has the time limit of the end of the year 2013, it was considered appropriate, due to its national importance, to mention the following facts relating to 2014:

- Resolution of the Council of Ministers No. 18/2014, of 5 March, establishing a set of measures to be adopted to counteract the historical tendency of wage inequality harmful for women, in order to achieve effective gender equality.
- Decree-Law No. 79/2014, of 14 May, approving the legal framework for professional teaching qualification in pre-school, basic and secondary education, establishing that training in cultural, social and ethical areas includes raising awareness of the major problems of the contemporary world, in particular related to the values of gender equality.

- Law No. 40/2014, of 9 July, making the second amendment to Law No. 27/2007, of 30 July (Television and On-Request Audiovisual Services Law), integrating the promotion of gender equality as one of the free access themes of television programmes.
- Law No. 46/2014, of 28 July, authorising the Government, as part of the transposition of Directive 2013/36/UE of the European Parliament and of the Council, to amend the Legal Framework of Credit Institutions and Financial Companies, defining as one of the goals to be established that the internal policy for the selection and evaluation of members of the administration and supervisory bodies should promote the diversity of skills and competencies required to carry out the function, setting goals for the representation of men and women and designing a policy to increase the number of the under-represented gender in order to achieve those objectives.
- Resolution of the Council of Ministers No. 50/2014, of 14 August, approving the *II National Plan of Action for the Implementation of the UN Security Council Resolution 1325 (2000) on "Women, Peace and Security"* (2014-2018) (II PNA 1325).

2. Population

Inhabitants in thousands:

Years	Total	Men	Women
1970	8,663.3	4,109.4	4,553.9
1981	9,833.0	4,737.7	5,095.3
1991	9,862.7	4,754.7	5,107.9
2010	10,636.9	5,146.6	5,490.3
2011	10,562.2	5,046.6	5,515.6
2012	10,487.3	4,995.7	5,469.6
2013	10,427.3	4,958.0	5,469.3

Source: Statistics Portugal. *Census*.

Women constitute in 2013, 52.2% of the population.

Some general data:

	2000	2010	2011	2012	2013
Crude birth rate (‰)	11.7	9.6	9.2	8.5	7.9
Crude death rate (‰)	10.2	10.0	9.7	10.2	10.1
Infant mortality rate (‰)	5.5	2.5	3.1	3.4	2.9
Maternal mortality rate (‰)	2.5	7.9	5.2	2.5	2.4
Crude marriage rate (‰)	6.2	3.8	3.4	3.3	3.1
Crude divorce rate (‰)	1.9	2.6	2.5	2.4	2.1
Life expectancy at birth (years)	Women 79.90	Women ¹ 82.05	Women ² 82.30	Women ³ 82.59	Women ⁴ 82.79
	Men 72.89	Men 76.14	Men 76.43	Men 76.67	Men 76.91
Live births	120,008	101,381	96,856	89,841	82,787
Total fertility rate	1.55	1.39	1.35	1.28	1.21
Marriages celebrated	63,752	39,993 ⁵	36,035	34,423	31,998
Divorces decreed	19,104	27,556	26,751	25,380	22,525

Source: Statistics Portugal | *PORDATA*.

¹ 2008-2010.

² 2009-2011

³ 2010-2012

⁴ 2011-2013

⁵ From 2010, the figures include marriages between persons of the same sex.

2.1 FAMILY ⁶

Portuguese civil Law enshrines full equality between women and men.

Though this equality was achieved for single women a long time ago, it was only with the 1976 Constitution that equal treatment within the family for wives and husbands and for mothers and fathers was established.

The proportion of families with children was 59.6% in 2002 and 55.2% in 2011.

The average size of families also fell from 2002 to 2010: families comprising one or two persons rose from 42.7% in 2002 to 48.6% in 2010. In 2011, the percentage of families with one or two persons increased again and, on the contrary, larger families have been losing expression: households with five or more people accounted for 6.5% compared to 9.5% in 2001 and 15.4% in 1991.

Marriages celebrated ⁷

In Portugal, Article 1577 of the Civil Code, recently amended by Law No. 9/2010, of 31 May (the Law on marriage between persons of the same sex), states that “marriage is a contract entered into between two persons who intend to establish a family through a full communion of life”, regardless of their sex.

In 2013, **31,998** marriages⁸ were celebrated, of which 31,693 were marriages between persons of the opposite sex (religious and civil) and 305 were civil marriages between persons of the same sex.

Marriages celebrated, Portugal and NUTS II – 2013:

Portugal	North	Centre	Lisbon	Alentejo	Algarve	Azores	Madeira
Number of marriages between persons of opposite sex							
31,693	12,139	6,749	8,156	1,649	1,367	851	782
Number of marriages between males							
207	51	13	115	3	14	2	9
Number of marriages between females							
98	12	12	54	1	15	2	2

In 2013, 22,755 **marriages** were **dissolved by divorce**. In 2013, the average age of divorced men was 44, against 41.7 for women.

⁶ Statistics Portugal. *Social Indicators 2010; Census 2011*.

⁷ Statistics Portugal. *Social Indicators 2011; Demographic Statistics 2010*.

⁸ Since 2011, the value includes all marriages. With the Law No. 9/2010, of 31 May, civil marriage between persons of the same sex is allowed.

2.2 PARENTHOOD

The Portuguese Constitution recognises motherhood and fatherhood as eminent social values (Article 68).

Evolution in the use of parental leave (2008-2013):

Years	2009	2010	2011	2012	2013
Children born	99,491	101,381	96,112	89,841	78,779
Men who received mandatory leave benefit (5 days up to 30 April and 10 days since 1 May 2009)	53,278	58,069	61,604	56,289	51,547
(% in total children born)	53.6	57.3	63.1	62.7	65.4
(% in total women's leave)	62.6	67.3	70.9	73.7	72.4
Men who received parental leave benefit for exclusive use of the father (15 days up to 30 April 2009 + 10 days since 1 May 2009)	44,447	49,823	52,283	48,661	45,165
(% in total children born)	44.7	49.1	54.4	54.2	57.3
(% in total women's leave)	52.2	57.8	60.1	63.7	63.5
Men who shared leave of 120/150 days (30 days or more)	8,593	19,711	20,528	20,430	20,128
(% in total children born)	8.6	19.4	21.4	22.7	25.5
(% in total women's leave)	10.1	22.9	23.6	26.7	28.3
Women who received leave benefit of 120/150 days	85,085	86,242	86,941	76,409	71,175
(% in total children born)	85.5	85.1	90.5	85.0	90.3
Men who received paternity social allowance / parental social allowance	3,945	7,100	6,601	6,869	6,639
(% in total children born)	4.0	7.0	6.9	7.6	8.4
(% of total licenses of women who benefit from social maternity allowance)	17.9	33.3	35.2	37.3	37.8
Women who received paternity social allowance / parental social allowance	22,094	21,300	18,742	18,436	17,551
(% in total children born)	22.2	21.0	19.5	20.5	22.3

Source: CITE. *Progress Report on Equality between Men and Women at Work in Employment and in Vocational Training 2013*. July 2014.

3. Social Security

The Constitution of the Portuguese Republic guarantees the right to social security (Article 63).

The general bases on which the social security system is structured are set out in Law No. 4/2007, of 16 January, and comprise **three systems**:

- **the citizenship social protection system**, aimed at guaranteeing the basic rights of citizens and equal opportunities, as well as at promoting social well-being and cohesion;
- **the public welfare system**, aimed at guaranteeing income-replacement benefit for people who are unable to work due to certain eventualities that are legally provided for;
- **the supplementary system**, which includes a public-funded scheme and supplementary schemes set up by collective or individual initiatives. These social protection and welfare mechanisms operate through the sharing of social responsibilities.

The number of social security pensioners, in December 2013, by type of pension and sex, was as follows:

Type of pension	Women No.	Men No.	Female participation rate (%)
Invalidity	128,759	138,121	48.2
Old Age	1 069,486	949,342	53.0
Survivor's	584,387	131,425	81.6
Total	1 782,632	1 218,888	59.4

Source: Social Security Statistics.

Unemployment benefit⁹

Of the 654,933 recipients of unemployment benefit in **2013**, 315,165 were women, representing 48.1% of the total.

The average monthly value of the benefits was EUR 513.34 (information not broken down by sex).

⁹ Social Security Statistics.

4. Education

The State recognises the right of everyone to education and culture (Article 73 of the Constitution), as well as to schooling (Article 74 of the Constitution).

In 2013, the education level completed for the population aged 15+ was as follows:

Education level completed	Men (%)	Women (%)	Total (%)	Female participation rate (%)
None	5.7	12.4	9.2	70.6
1 rd Cycle	24.5	23.8	24.1	51.6
2 rd Cycle	14.5	9.8	12.0	42.5
3 rd Cycle	23.4	18.2	20.7	46.0
Secondary and Post-Secondary	19.5	18.4	18.9	50.8
Higher	12.6	17.5	15.1	60.3
Total	100.0	100.0	100.0	52.3

Source: Statistics Portugal. *Employment Statistics, annual results.*

In 2012/2013, the female participation rate in enrolments at each education level was as follows (Portugal):

Education level	Female participation rate (%)
Pre-Primary Education	47.9
Basic Education 1 st Cycle	48.5
Basic Education 2 nd Cycle	47.0
Basic Education 3 rd Cycle	48.2
Secondary education	49.6
Higher education ¹⁰	53.1

Sources: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

¹⁰ In 2010/2011. National data.

In secondary education, where there is an option of different areas, girls and boys tend to choose different types of education.

Enrolments per type of education are as follows (Portugal):

Types	Total enrolments	Female participation rate (%)
Regular Education	207,094	55.0
General /Science-Humanities Courses	201,118	55.4
Technology Courses	5,976	39.0
Specialised Arts Education (integrated system)	2,462	67.3
Vocational Courses	115,885	42.2
Apprenticeship Courses	33,366	40.4
CEF Courses (Education and Training of Young People)	3,025	52.3
EFA Courses (Education and Training of Adults)	18,386	54.0
Recurrent Education	6,970	44.8
RVCC Processes	10,833	46.5
Modular training	426	54.7
Total	398,447	49.6

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

The table shows a greater tendency by girls to choose *regular education* (55%) and (though low in absolute terms) *specialised arts education* (67.3%) and modular training (54.7%), while fewer girls opt for *vocational courses* (42.2%). It should also be noted that *EFA (Education and Training of Adults)* courses have a female participation rate of 54%.

Completion rates again for 2012/2013 and for mainland Portugal, according to education levels, were as follows:

	Types	Completion rate	Completion rate
		Men (%)	Women (%)
Basic Education	Regular Education	80.0	84.4
	Specialised Arts Education	96.3	98.3
	Level 2 Vocational Courses	91.5	100.0
Secondary Education	General Courses	60.6	67.5
	Technology Courses	68.4	77.9
	Specialised Arts Education	69.1	77.4
	Level 3 Vocational Courses	60.2	75.4

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

The table shows that the completion rates for women are in general higher than for men, especially in secondary education.

In 2012-2013, enrolments in higher education, by areas of education and training, were as follows:

Area of education and training	Total enrolled	Female participation rate (%)
Education	19,275	80.4
Arts and Humanities	35,846	56.9
Social Sciences, Business Studies and Law	115,884	58.1
Sciences, Mathematics and Computer Science	28,366	47.2
Engineering, Manufacturing Industries and Construction	82,377	26.3
Agriculture	7,043	56.9
Health and Social Protection	57,723	76.8
Services	24,237	43.0
Total	371,000	53.5

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

The mass entry of girls into higher education has been accompanied by their broader choice of scientific areas, so that they now form the majority in all areas except *Engineering, Manufacturing Industries and Construction* (where they account for only around a quarter of enrolments and 26.3% of graduates). There is a very high female participation rate in the area of education (around 80.4% of enrolments and 81.4% of graduates) and in health and social protection (76.8% of enrolments and 79% of graduates).

Completion rates in higher education in 2012-2013, by areas of education and training, were as follows:

Area of education and training	Total enrolled	Female participation rate (%)
Education	9,791	81.4
Arts and Humanities	7,837	60.0
Social Sciences, Business Studies and Law	29,681	62.8
Sciences, Mathematics and Computer Science	6,942	56.2
Engineering, Manufacturing Industries and Construction	16,635	31.2
Agriculture	1,191	58.7
Health and Social Protection	16,515	79.0
Services	5,672	51.1
Total	94,264	60.5

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

Completion rates in higher education in 2012-2013, by level of qualification, were as follows:

Level of qualification	Total graduates	Female participation rate (%)
Bachelor's Degree	1	100.0
Complementary Training	58	79.3
Licentiate's Degree	46	52.2
Licentiate 1 st Cycle	50,906	59.2
Specialisations	2,376	63.8
Integrated Master's Degree	7,797	52.2
Specialisation Diploma – Master's Course	11, 836	65.0
Master's Degree 2 nd Cycle	18,335	65.3
Master's Degree	32	62.5
Specialisation Diploma – Doctorate Course	1,018	56.0
Doctorate 3 rd Cycle	1,538	57.5
Doctorate	321	50.5
Total	94,264	60.5

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

Women account for the majority of completions at all levels of higher education.

According to data from the *2011 Census*, the population with higher education has almost doubled in the last decade, from 674,094 people (2001) holding a university degree, to 1,262,449 (2011). Of this total, 61% are women, representing 14% of the female population.

The female participation rate for doctorates completed in recent years is as follows:

Doctorates completed	Female participation rate in doctorates completed (%)					
	2008	2009	2010	2011	2012	2013
In Portugal	51.6	52.8	55.8	56.0	54.7	55.0
Recognised in Portugal	45.9	41.8	44.7	51.3	49.0	52.7
Total	50.9	51.6	54.6	55.4	54.1	54.1

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics.

Feminisation rate of the teaching staff, at the various educational levels (2012/2013)¹¹:

Educational level	Total of teaching staff	Women	Female participation rate (%)
Pre-Primary Education	17,139	16,957	98.9
Basic Education. 1 st Cycle	30,200	26,084	86.6
Basic Education. 2 nd Cycle	26,871	19,068	71.0
Basic Education 3 rd cycle and Secondary	76,101	54,032	71.0
Vocational education	8,884	4,939	55.6
Higher education	35,482	15,628	44.0

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. Education Statistics 2012/2013.

Some points regarding women and science

Data from the 2012 Survey on the National Science and Technology Potential (IPCTN12) show that the male to female sex ratio of researchers varies among fields: 59.8% of women and 40.2% of men work in the state sector; 50.6% of women and 49.4% of men work in higher education; 45% of women and 55% of men work in not-for-profit private institutions; and only 29.8% of women, when compared to 70.2% of men, work in the corporate sector.

The researchers' breakdown (full time equivalent), according to subject area and sex, was as follows:

Subject area	Total researchers	Female researchers	Female participation rate (%)
Exact Sciences	7,099.9	2,491.0	35.1
Natural Sciences	4,507.1	2,745.0	60.9
Engineering Sciences and Technology	14,067.3	3,993.9	28.4
Medical and Health Sciences	5,267.8	3,310.3	62.8
Agrarian Sciences	1,243.9	722.1	58.1
Social Sciences	6,443.9	3,623.7	56.2
Humanities	3,868.3	2,022.3	52.3
Total	42,498.2	18,908.3	44.5

Source: Ministry of Education and Science. General Directorate of Education and Science Statistics. IPCTN12 – Survey on the National Science and Technology Potential 2012.

¹¹ The autonomous regions of the Azores and of Madeira are only included in the Higher education statistics.

This shows a predominance of women in the *Medical Sciences*, *Natural Sciences*, *Agrarian Sciences* and *Social and Human Sciences*, but in the *Engineering Sciences and Technology* (which account for the largest contingent of researchers of both sexes) women are the minority (only 28.4%).

5. Work and Employment

The Portuguese Constitution (Article 58) stipulates that everyone has the right to work and that the State is responsible for ensuring equal opportunities in the choice of profession or type of work, and the conditions needed to avoid the gender-based preclusion or limitation of access to any position, work or professional category.

General indicators (2013):

	%
Female employment rate from 15 to 64 years	57.9
Male employment rate from 15 to 64 years	63.5
Female economic activity rate	46.7
Male economic activity rate	54.8
Female unemployment rate	16.4
Male unemployment rate	16.0
Female inactivity rate	45.9
Male inactivity rate	34.9
Female participation rate in the labour force	48.4
Female participation rate in employment	48.3
Female participation rate in unemployment	49.0

Source: Statistics Portugal. *Employment Statistics, annual results*.

5.1 EMPLOYMENT

In 2013, the work status of the Portuguese population aged 15 + was as follows (in thousands):

	Men	Women
Economically active population	2,560.0	2,784.6
Employed	2,141.0	2,288.4
Unemployed	419.0	436.2
Economically inactive population	2,167.9	1,459.4
Students	408.2	387.6
Homemakers	428.8	8.8
Retired	869.8	771.1
Others economically inactive	461.1	291.9
Inactive population seeking work but not immediately available	15.9	11.8
Inactive population available but not seeking work	157.9	119.5

Source: Statistics Portugal. *Employment Statistics, annual results*.

In 2013, the employment structure according to professional status was as follows:

Situation in the profession	Women		Men		Female participation rate (%)
	(thousands)	%	(thousands)	%	
Employed	1,767.6	82.6	1,768.3	77.3	51.1
Self-employed and not employing others	286.8	13.4	423.6	18.5	40.4
Self-employed and employing others	70.5	3.3	161.3	7.0	30.4
Unpaid family worker and others	16.1	0.7	13.5	0.6	54.4
Total	2,141.0	100.0	2,288.4	100.0	48.3

Source: Statistics Portugal. *Employment Statistics, annual results.*

The employment structure according to profession was:

Profession	Women		Men		Female participation rate (%)
	(thousands)	%	(thousands)	%	
Senior Public Administration Officials, company directors and senior executives	104.7	4.9	205.5	9.0	33.7
Specialists in intellectual and scientific professions	410.6	19.2	269.6	11.8	60.4
Middle management	198.1	9.2	256.3	11.2	43.6
Administrative and similar staff	205.2	9.6	119.1	5.2	63.3
Services, protection and safety and sales staff	474.6	22.2	277.5	12.1	63.1
Farmers and skilled workers in agriculture, fisheries and forestry	155.3	7.2	272.6	11.9	36.3
Skilled workers in industry, construction and craftsmen	89.2	4.2	473.2	20.7	15.9
Plant and machine operators and assembly workers	120.7	5.6	243.0	10.6	33.2
Unskilled workers	380.2	17.8	148.0	6.5	72.0
Armed Forces ¹²	2.4	0.1	23.6	1.0	9.2
Total	2,141.0	100.0	2,288.4	100.0	47.5

Source: Statistics Portugal. *Employment Statistics, annual results.*

Almost one-fourth of employed female population (24.1%), in 2013, was *Senior Public Officials, company directors and senior executives* and *Specialists in intellectual and scientific professions*, a higher proportion compared with male employed population. It also appears that the most significant percentages, in relation to female employment, are the *Services, protection and safety and sales staff* (22.2%) and *Unskilled workers* (17.8%) categories.

¹² CIG figures.

The employees' breakdown, according to work duration and sex, was as follows:

Type of contract	Women		Men		Female participation rate (%)
	(thousands)	%	(thousands)	%	
Full-time	1,555.7	88.0	1,609.6	95.2	49.1
Part-time	211.8	12.0	80.4	4.8	72.5
Total	1,767.6	100.0	1,690.0	100.0	51.1

Source: Statistics Portugal. *Employment Statistics, annual results*.

In Portugal, whereas there is a value of 4,429.4 thousands of individuals employed in 2013, there are 6.4% of men working part-time and 7.9% of women. In the underlying reasons for this regime, the Portuguese evoke specially the fact that they have not gotten a full time job, followed by the need to meet personal and family responsibilities.

Some professions recently opened to women:

Professions	Women	Total	Female participation rate (%)
Medical doctors (2013)	22,612	43,863	51.6
Lawyers (2012)	14,830	28,182	52.6
Diplomats (2013)	102	362	28.2
Judges (2012)	1,031	1,803	57.2
Public Prosecutors (2012)	918	1,474	62.3
Public Security Police (PSP) permanent staff (2012)	1,558	21,460	7.3
Republican National Guard (GNR) permanent staff (2012)	1,195	23,204	5.1
Fire department (2010)	5,142	28,686	17.9
Armed forces personnel (2013) ¹³			
Armed forces	4,022	33,472	12.1
Air Force	1,068	6,577	16.3
Army	2,103	18,008	11.7
Navy	851	8,887	9.6

Sources: Statistics Portugal, Health personnel | DGAEP -SIOE | Ministry of Internal Affairs | Ministry of National Defence.

¹³ Includes 3 branches: Air Force, Army and Navy. Does not include compulsory military service.

5.2 UNEMPLOYMENT

In 2013, there were 875.9 thousand individuals unemployed, 92.3 thousand of them looking for a first job and 783.6 thousand looking for a new job. Unemployment affects young people more than adults (15-24 years), as shown by the unemployment rate, 37.7%. The search for a first job affects more women than men, indicating that young women experience greater difficulty in accessing the labour market than young men.

The unemployment rates by age groups, according to sex, are as follows:

Age groups	Women (%)	Men (%)
15-24	39.3	36.3
25-34	20.2	17.9
35-44	14.7	13.9
45 +	11.4	13.1
15-64	17.0	17.0
Total	16.4	16.1

Source: Statistics Portugal. *Employment Statistics, annual results.*

The unemployment breakdown according to the job search duration, by women and men, was as follows:

Duration of job search	Women		Men		Female participation rate (%)
	(thousands)	%	(thousands)	%	
Seeking employment for less than 12 months	162.8	38.6	169.5	37.3	49.0
Seeking employment for 12-24 months	98.3	23.3	111.6	24.6	46.8
Seeking employment for 25+ months	160.4	38.1	173.3	38.1	48.1
Total	421.5	100.0	454.5	100.0	48.1
<i>Unemployment rate (%)</i>	<i>16.4</i>		<i>16.1</i>		

Source: Statistics Portugal. *Employment Statistics, annual results.*

The unemployment structure, according to education level and sex, is also significant (2013 data):

Official unemployment according to education level	Women		Men		Female participation rate (%)
	(thousands)	%	(thousands)	%	
Up to Basic – 3 rd Cycle	205.2	48.7	311.0	68.4	39.8
Secondary and Post-Secondary	121.5	28.8	95.8	21.1	55.9
Higher	94.8	22.5	47.5	10.5	59.6
Total	421.5	100.0	454.4	100.0	47.2

Source: Statistics Portugal. *Employment Statistics, annual results*.

It is noteworthy the higher figure of unemployed women with a higher education, which shows the greater difficulty that these women face in the labour market even when they have higher education qualifications.

5.3 REMUNERATION

In 2012, the average basic monthly salary for women was €814.54, and for men €999.85¹⁴. This means that women's average salary was 81.5% of that of men's, or conversely men received 122.8% of what women did. If, instead of salaries, we consider earnings¹⁵, the difference is even greater: on average women's earnings were 78.8% of men's, or conversely men's earnings were 126.8% of women's.

When salaries and earnings are analysed by qualification levels, contrary to what is often thought the differences do not diminish in the upper echelons of the work hierarchy:

¹⁴ Source: MEE. GEE. *Personnel Charts* [2012]. It applies to all entities with workers on behalf of others, covered by the labour code, excluding services and agencies covered by a special labour contract regime.

¹⁵ The gains include, besides the basic pay, grants, regular allowances and overtime pay.

Average basic monthly salaries according to qualification levels:

Qualification levels	Average basic salary		% of female compared to male salary
	Women €	Men €	
Senior managers	1,724.90	2,376.55	72.6
Middle managers	1,304.98	1,532.71	85.1
Supervisors, foremen/women, team leaders	1,204.06	1,315.85	91.5
Highly skilled professionals	1,059.47	1,277.51	82.9
Skilled professionals	677.46	757.34	89.5
Semi-skilled professionals	555.45	632.57	87.8
Unskilled professionals	521.11	592.42	88.0
Trainees, interns and apprentices	532.66	560.63	95.0
Total (average)	814.54	999.85	81.5

Source: MEE. GEE. *Personnel Charts* [2012].

Average monthly earnings according to qualification levels:

Qualification levels	Average earnings		% of female compared to male salary
	Women €	Men €	
Senior managers	1 973,14	2 764,77	71.1
Middle managers	1 530,37	1 864,00	83.0
Supervisors, foremen/women team leaders	1 409,60	1 567,89	90.2
Highly skilled professionals	1 272,26	1 580,86	82.3
Skilled professionals	804,89	938,97	86.8
Semi-skilled professionals	653,36	780,64	83.4
Unskilled professionals	600,05	712,66	84.6
Trainees, interns and apprentices	623,29	681,35	91.2
Total (average)	956,51	1 213,02	79.1

Source: MEE. GEE. *Personnel Charts* [2012].

Eurostat provides data for the wage gap that is different to those usually reported in Portugal, based on the information in *Personnel Charts*. The main difference between the two values is due to the fact that *Eurostat* calculations are based on hourly earnings, not monthly remuneration, as set out in *Personnel Charts*. Given that women are likely to work professionally, on average, fewer hours than men, the difference would be greater in the monthly calculation. Still, we think it is important to use the Eurostat calculation, in order to compare Portugal with the other EU Member States.

5.4 GENDER PAY GAP

Across the EU economy, women earn on average about 16% less than men. Although the majority of the pay gap between men and women has decreased over the last decade, in some countries, the national pay gap between men and women has increased, as it is the case of Portugal.

The pay gap between men and women varies across Europe: ranging from less than 10% in Slovenia, Malta, Italy, Poland, Luxembourg and Romania to more than 20% in Estonia, Austria, Germany, Czech Republic and Slovakia.

Gender Pay Gap in unadjusted form¹⁶, in percentages:

Countries (EU-27)	Gender Gap	
	2011	2012
Belgium	10.0	10.2
Bulgaria	13.0	14.7
Czech Republic	22.6	22.0
Denmark	16.3	14.9
Germany	22.2 p	22.4 p
Estonia	27.3	30.0
Ireland	11.7 p	14.4 p
Greece	:	:
Spain	17.8	17.8 p
France	15.6	15.4 p
Croatia	17.6	18.0
Italy	5.8	6.7
Cyprus	16.4	16.2
Latvia	13.6	13.8
Lithuania	11.9	12.6
Luxemburg	8.7 p	8.6 p
Hungary	18.0	20.1
Malta	6.2	6.1
Netherlands	17.9	16.9
Austria	23.7	23.4
Poland	5.5	6.4
Portugal	12.5	15.7
Romania	11.0 e	9.7 e
Slovenia	2.3	2.5
Slovakia	20.5	21.5
Finland	19.6	19.4 p

¹⁶ The unadjusted Gender Pay Gap (GPG) represents the difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees. The population consists of all paid employees in enterprises with 10 employees or more in NACE Rev. 2 aggregate B to S (excluding O) - before reference year 2008: NACE Rev. 1.1 aggregate C to O (excluding L). The GPG indicator is calculated within the framework of the data collected according to the methodology of the Structure of Earnings Survey (EC Regulation: 530/1999). It replaces data which was based on non-harmonised sources.

Sweden	15.8	15.9
United Kingdom	20.1	19.1
Iceland	18.3	18.7
Norway	15.9	15.1
Switzerland	17.9	:
UE-28	16.4 p	16.5 p

: Data not available

p provisional data

e estimated

Source: EUROSTAT. *Gender pay gap in unadjusted form. Updated in 28.11.2014.*

6. Power and Decision-Making

6.1 PARLIAMENT

In the Parliamentary elections, held on 5 June 2011, the breakdown of MPs by sex and by party was as follows:

Parties	Total	Women	Men	Female participation rate (%)
PPD/PSD (Social Democratic Party)	108	31	77	28.7
PS (Socialist Party)	74	18	56	24.3
CDS-PP (Social Democratic Centre – Popular Party)	24	5	19	20.8
BE (Left Bloc)	8	4	4	50.0
PCP (Portuguese Communist Party)				
PEV (Ecologist Party – “The Greens”)	16	3	13	18.8
CDU (Democratic Unity Coalition)				
Total	230	61	169	26.5

Source: *Diário da República* (Official Gazette), Series I, No. 116 (17 June 2011).

None of the **political parties** represented in Parliament is led by a woman.

The President of the Assembly of the Republic is a woman (Assunção Esteves); one of the four Vice-Presidents (Teresa Caeiro) is a woman.

Of the 12 Standing Parliamentary Committees only one is chaired by a woman (Health - Maria Antónia de Almeida Santos).

The Subcommittee of Equality of the Committee on Constitutional Affairs, Rights, Freedoms and Guarantees is chaired by a woman (Elza Pais).

6.2 GOVERNMENT

The XIX Government has 15 Ministers (including the Prime Minister and the Deputy Prime Minister). Only 4 are held by women (representing 26.7%) – the Ministry of Internal Administration (Anabela Rodrigues)¹⁷, the Minister of Justice (Paula Teixeira da Cruz) and the Minister of Agriculture, Sea, Environment and Land Planning (Assunção Cristas).

Of the 39 Secretaries of State, 5 are women (representing 12.8%) – Assistant Under Secretary of State to the Minister of State for Foreign Affairs (Vânia Dias da Silva), Secretary of State of the Treasury (Isabel Castelo Branco), Assistant Secretary of State to the Minister of National Defence (Berta Cabral), Secretary of State for Parliamentary Affairs and Equality (Teresa Morais), and Secretary of State for Science (Leonor Parreira).

¹⁷ Since 19 November 2014.

In the Regional Government of **Madeira**, 1 out of 7 posts is occupied by a woman, in the Regional Secretariat for Culture, Tourism and Transport (Conceição Almeida Estudante). In the Regional Government of the **Azores**, 2 out of 10 posts are occupied by women, the Regional Assistant Secretary to the Presidency for Parliamentary Affairs (Isabel Rodrigues) and in the Regional Secretariat for Social Solidarity (Andreia Cardoso).

6.3 REGIONAL ASSEMBLIES

The elections' results for the Regional Assemblies were as follows:

Regions	Total MPs	Men	Women	% of women
Madeira (2011 election)	47	38	9	19.2
Azores (2012 election)	57	42	15	26.3

Source: National Electoral Commission.

6.4 MUNICIPALITIES

In the **local elections** of 29 September of 2013, only 23 (7.5%) of the elected 308 mayors were women. Of those, Abrantes, Alandroal, Alcanena, Amadora, Anadia, Alfandega da Fé, Arraiolos, Arronches, Constância, Freixo de Espada à Cinta, Góis, Lagos, Montemor-o-Novo, Mourão, Nisa, Odivelas, Portalegre, Portimão, Rio Maior, Setúbal, Silves, Tomar, Vila do Conde.

6.5 EUROPEAN PARLIAMENT

The evolution between 2004 and 2009 was as follows:

Parties	2004			2009		
	Total members	No. of women	% of women	Total members	No. of women	% of women
PS	12	4	33.3	7	3	42.9
PPD/PSD	-	-	-	8	3	37.5
PPD/PSD-CDS/PP	9	1	11.1	-	-	-
CDU (PCP-PEV)	2	1	50.0	2	1	50.0
CDS/PP	-	-	-	2	0	0.0
BE	1	0	0.0	3	1	33.3
Total	24	6	25.0	22	8	36.4

Source: National Electoral Commission.

Eight of the 22 MPs elected to the **European Parliament** on 7 June 2009 were women.

6.6 PUBLIC ADMINISTRATION

The situation of women in central government management and careers in 31 of December of 2013¹⁸ was as follows:

Professional level	Total members	Women	
		No.	%
Senior Managers	1,136	366	32.2
Middle Managers	5,346	2,842	53.2
Total	6,482	3,208	49.5

Sources: DGAEP/SIOE; DGAEP/DEEP.

6.7 OTHER PUBLIC BODIES

The female participation rate in 2013 in the following public bodies was:

Public Bodies	Total members	Women	
		No.	%
Constitutional Court ¹⁹	13	5	38.5
Council of State	19	2	10.5
Supreme Court of Justice ²⁰	60	6	10.0
High Council of the Public Prosecution Service ²¹	19	4	21.1
Economic and Social Council ²²	68	15	22.1
National Education Council ²³	61	18	29.5
National Council of Ethics for the Life Sciences ²⁴	21	7	33.3

¹⁸ Data from the 3rd Trimester, available on 07.11.2014.

¹⁹ The Constitutional Court consists of 13 Justices, including one President (M), a Vice-President (W), ten of which are elected by the Assembly of the Republic. The Justices of the Constitutional Court elect their own President and Vice-President by secret ballot, without prior discussion or debate.

²⁰ The Supreme Court consists of one President (M), two Vice-Presidents (M) and a plenary with 57 elements (53M and 5W).

²¹ The High Council of the Public Prosecution Service consists of one President (M) and 18 voting members (15M and 3W).

²² The Economic and Social Council consists of one President (M), four Vice-Presidents (M) and representatives from the government (5M and 3W), the trade union confederations (6M and 2W), the employers' associations (7M and 1W), the cooperative sector (2M), the High Council for Science, Technology and Innovation (2M), the National Council for Professionals Associations (2M), the autonomous regions of Madeira and Azores (3M and 1W), the municipalities (7M and 1W), various civil society organisations (8M and 5W), organisations representing the financial and insurance sector (2M), organisations representing the tourism sector (-) and individuals of renowned merit (4M and 1W).

²³ The National Education Council consists of one President (M) and 60 Councillors (42M and 18W).

²⁴ The National Council of Ethics for the Life Sciences consists of one President (M), one Vice-President (M) and 19 Councillors (12M and 7W).

7. Violence Against Women

Violence against women constitutes a violation of human rights that may take various forms, both physical and psychological. Prostitution, pornography and sexual harassment must also be considered forms of violence, albeit their own individual characteristics. Female genital mutilation is another form of violence, and it constitutes a clear violation of human rights since it affects the right to physical, mental, sexual and reproductive integrity.

7.1 DOMESTIC VIOLENCE

In Portugal, as in other countries, violence against women whether in the family or in society is a very serious problem.

Due to a change in the Criminal Code, since 2008 there has been a new series of statistics. In 2013, Law enforcement agencies reported 27,318 incidents of domestic violence, of those 11,528 (42.2%) were recorded by the GNR (Guarda Nacional Republicana - National Republican Guard) and 15,790 (57.8%) by the PSP (Polícia de Segurança Pública - Public Security Police).

Despite the downward trend shown in recent years, the evolution of the number of domestic violence cases reported to law enforcement in Portugal has increased 2.4% between 2012 and 2013.

Domestic violence is considered as a crime punishable by one to five years imprisonment. It must also be remembered that many cases of violence, particularly those involving spouses, are not reported.

Convictions in criminal prosecutions concluded in Courts of First Instance for crimes of domestic violence and abuse, for the years 2009-2012:

Year		2009	2010	2011	2012	
Crime (1 st level)	Crime (2 nd level)	No. convicted				
Penal Code - Against persons	Crimes of Assault	Crime (3 rd level)				
		Domestic violence against spouse/equivalent	434	1,103	1,320	1,339
		Domestic violence against minors	8	37	44	37
		Other crimes of domestic violence	185	341	321	325
		Abuse of a minor/defenceless person	391	266	183	97
		Abuse of spouse/equivalent	289	141	57	35
Total		1,307	1,888	1,925	1,833	

Source: Directorate-General for Justice Policy (DGPJ). *Ministry of Justice statistics.*

In 2012, there were 27 people convicted of spousal homicide, out of a total of 302 people convicted of homicide.

An information service for victims of domestic violence (SIVVD) has been in operation since November 1998. This telephone helpline (800202148) provides concise information on what to do in certain situations, namely the mechanisms and/or legal proceedings that can be used.

Law No. 112/2009, of 16 September, establishes the legal regime applicable to the prevention of domestic violence and to the protection and assistance to its victims. According to this Law, “National Network of Support for Victims of Domestic Violence means the set of organisations dedicated to supporting victims of domestic violence, including therein the body of public administration responsible for the area of citizenship and gender equality, the shelters, support centres, specialised care centres, as well as the nuclei of care and self-help groups duly recognised” and “The Government shall promote the creation, installation, expansion and support the functioning of the network of safe houses for victims of domestic violence, which includes the shelters, support centres and centres for specialised care. The network of support houses should be established to ensure a balanced coverage of the national territory and population, and must necessarily exist in all districts.”

The National Network of Domestic Violence Centres includes more than 100 centres/departments/services all over the country and is complementary to the shelters network. National coverage was achieved on January 2009 (18 districts). Regarding the shelters network, there are 37 shelters with capacity for accommodation of 639 women victims of domestic violence and their children.

7.2 TRAFFICKING IN HUMAN BEINGS

Trafficking in human beings is a reality with an economic impact comparable to that of trafficking weapons and drugs. Although it is an all-encompassing global phenomenon, there are groups more vulnerable than others to becoming trafficking victims, like women and children, who on account of the growing of poverty, become more exposed to situations of sexual and labour exploitation. In order to effectively combat this complex and multifaceted reality, it is important to draw a compromise between the suppressive angle of combating trafficking in human beings, which is guided by the punishment of traffickers, and the development of strategies centred on the prevention, support, empowerment and inclusion of trafficking victims.

In accordance with Article 160 of the Criminal Code, trafficking in human beings is defined through the combination of the following components:

- the action of offer, delivery, recruitment, transportation, transfer, harbouring or receipt of persons;
- by means of violence, kidnapping or serious threat, deception or through fraudulent manipulation, abuse of authority resulting from a hierarchical, economic, working or familiar dependence relationship, taking advantage of the victim’s mental

incapacity or situation of special vulnerability , or obtaining the consent of the person who has control over the victim .

- for the purpose of sexual exploitation, work exploitation or organs removal.

Prison term is from three to ten years and in certain circumstances, trafficking in minors can be from three to twelve years.

A model of Signalling-Identification-Integration of victims of trafficking is at present being applied. This model encompasses an integrated, comprehensive and continuous support for victims of trafficking providing safety and promoting their reintegration in society and in the labour markets. There is also a Shelter Protection Centre that provides safe temporary accommodation in a secure location to the victims and their minor children. Ever since it opened, the Shelter has received information on 20 flagged trafficking victims out of which 10 were received in the shelter.

Portugal has a monitoring system, “The Observatory of Trafficking in Human Beings”, within the Ministry of Home Affairs whose main task is monitoring the phenomenon. This monitoring system, which began in 2008, has helped to signal 308 potential victims during 2013. There was an increase in the number of victims over the previous year, in which 125 victims were signalled. Still, it kept the trend of increasing cases of trafficking for labour exploitation, affecting mostly males, to the detriment of trafficking for sexual exploitation that affects mostly female victims.

8. Poverty and Social Exclusion

At-risk-of-Poverty Rate²⁵ before and after social transfers by sex and age group:

	After social transfers (%) ²⁶				After pension-related transfers (%) ²⁷				Before any social transfer (%) ²⁸			
	2010	2011	2012	2013 Po	2010	2011	2012	2013 Po	2010	2011	2012	2013 Po
Men of working age (18-64)	15.7	16.4	18.5	18.7	24.1	25.2	26.7	27.1	32.6	34.9	37.6	36.8
Women of working age (18-64)	16.7	17.4	18.3	19.5	24.7	25.9	25.8	27.7	33.5	36.7	38.0	38.8
Elderly men (65+)	18.0	16.1	13.7	12.6	21.1	18.4	16.2	15.9	84.2	87.6	87.8	90.0
Elderly women (65+)	21.4	18.4	15.2	16.9	24.9	21.4	18.2	20.3	85.6	87.5	86.5	88.2

Po – Provisional data

Source: Statistics Portugal. EU-SILC: *Statistics on Income and Living Conditions*.

Relative median at-risk-of-poverty gap²⁹ by sex:

Data reference period	2010 (%)	2011 (%)	2012 (%)	2013 Po (%)
Men	23.4	25.3	28.4	31.2
Women	23.0	23.2	27	29.3
Total	23.2	24.1	27.4	30.3

Po – Provisional data

Source: Statistics Portugal. *Statistics on Income and Living Conditions*.

The relative median at-risk-of-poverty gap is higher among households with dependent children, especially in larger families and single-parents (mostly women). Households without dependent children, a single person (23.1%) or one adult aged 65 years (22.5%), are also at higher risk of poverty, as we can see in the 2013 data on the next page.

²⁵ The at-risk-of-poverty rate is the share of people with an equivalised disposable income (after social transfer) below the at-risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income after social transfers.

²⁶ Includes income from work and other private income, old age and survivor's pensions and other social transfers.

²⁷ Includes income from work and other private income, old age and survivor's pensions.

²⁸ Includes income from work and other private income.

²⁹ "Relative median at-risk-of-poverty gap: the difference between the median equivalised total income of persons below the at-risk-of-poverty threshold and the at-risk-of-poverty threshold; the resulting indicator is expressed as a percentage of the at-risk-of-poverty threshold (cut-off point: 60 % of median equivalised income); EU aggregate figures are calculated as population-weighted averages of national values." In *Combating poverty and social exclusion - A statistical portrait of the European Union 2010*.

At-risk-of-poverty rate (After social transfers) by household type:

Data reference period	2010 (%)	2011 (%)	2012 (%)	2013 (Po) (%)
Households without dependent children	15.8	15.2	15.0	15.8
Single person	27.5	24.2	21.9	23.1
Single male	26.4	-	-	-
Single female	28.0	-	-	-
One adult aged less than 65 years	23.2	20.7	22.3	23.8
One adult aged 65 years or older	30.1	26.6	21.6	22.5
Two adults younger than 65 years	16.2	16.6	17.0	17.4
Two adults, at least one aged 65 years or older	19.5	16.5	13.4	13.1
Other households without dependent children	9.1	10.1	12.0	13.1
Households with dependent children (1)	20.1	20.5	22.2	23.0
One adult with at least one child	27.9	30.7	33.1	38.4
Two adults with one child	15.6	16.2	16.0	15.4
Two adults with two children	19.8	17.1	19.9	18.0
Two adults with three or more children	34.5	41.2	40.4	38.4
Other households with dependent children	19.5	22.5	23.8	28.8

Po – Provisional data

(1) "dependent children" are all individuals under 18 years, as well as individuals between 18 and 24 years, economically dependent.

Source: Statistics Portugal. *Statistics on Income and Living Conditions - EU-SILC*.

Social Insertion Income beneficiaries by age groups and sex (2013):

Age groups	Women	Men	Female participation rate (%)
<18	59,228	63,201	48.4
18	3,213	3,496	47.9
19	3,479	3,674	48.6
20-24	15,213	13,362	53.2
25-29	12,158	9,232	56.8
30-34	12,925	9,307	58.1
35-39	15,505	11,255	57.9
40-44	15,837	13,197	54.5
45-49	14,849	14,204	51.1
50-54	12,788	13,636	48.4
55-59	10,246	11,427	47.3
60-64	6,984	6,997	49.9
≥ 65	2,737	2,003	57.7
Total	185,162	174,991	51.4

Source: Institute for Computer Science, Information Management Department.³⁰

The minimum guaranteed income covers more women than men, reflecting the more precarious position of women.

³⁰ Data base situation in 01.02.2014.

8.1 THE OTHER SIDE OF SOCIAL EXCLUSION: MATERIAL DEPRIVATION

“Material deprivation covers an economic strain or a durables strain, defined as the enforced inability (rather than the choice of not being able/having) to pay for at least three of the following nine items: unexpected expenses; one week annual holiday away from home; arrears (mortgage or rent payments, utility bills, or hire purchase instalments or their loan payments); a meal with meat or fish every other day; heating to keep the home adequately warm; a washing machine; a colour television; a telephone; or a car.”³¹

The female material deprivation rate is always higher than the male population rate.

Material Deprivation Rate 2006-2013, Portugal:

Years	Men (%)	Women (%)	Total (%)
2006	19.4	20.4	19.9
2007	21.5	23.2	22.4
2008	22.3	23.6	23.0
2009	20.8	22.2	21.5
2010	21.9	22.9	22.5
2011	-	-	20.9
2012	-	-	21.8
2013	-	-	25.5

Source: Statistics Portugal. EU-SILC: *Income and Living Conditions Survey*.

EUROPA 2020 strategy indicators, Portugal, EU-SILC 2010-2013 (in percentages):

Data reference period	2010 (%)	2011 (%)	2012 (%)	2013 (Po) (%)
At-risk of poverty rate after social transfers	17.9	18.0	17.9	18.7
Severe material deprivation rate	9.0	8.3	8.6	10.9
Living in a household with a very low work intensity	8.6	8.3	8.3	12.2
Population at risk of poverty or social exclusion	25.3	24.4	25.3	27.5

Po - Provisional data

Source: EUROSTAT. *Income and Living Conditions Survey*.

NB: The indicator ‘population at risk of poverty or social exclusion’ combines two indicators based on the income reference year (At risk of poverty rate after social transfers and Very low work intensity per capita) with one indicator based on the survey year (Severe material deprivation rate). By convention, data refers to the survey year.

³¹ Eurostat. *Combating Poverty and Social Exclusion – A statistical portrait of the European Union 2010*.

9. The Commission for Citizenship and Gender Equality

(COMISSÃO PARA A CIDADANIA E A IGUALDADE DE GÉNERO) – CIG

CIG is a governmental mechanism for promoting gender equality. It is an official department under the Office of the Presidency of the Council of Ministers and is accountable to the Secretary of State for Parliamentary Affairs and Equality.

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

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

- a) Support the preparation and development of global and sectorial policies regarding the promotion of citizenship and gender equality and to participate in the implementation of specific policies and its liaison with integrated policies;
- b) Contribute to the amendment of the regulatory framework, or to its implementation, in respect of citizenship and gender equality, by preparing regulatory proposals, issuing opinions on legislative initiatives or suggesting mechanisms to promote full and effective compliance with the regulations in force, particularly in the mainstreamed fields of education for citizenship, equality and non-discrimination between women and men, maternity and paternity protection, reconciliation of women and men's work, personal and family life, combat forms of gender violence and support for victims;
- c) Prepare studies and planning documents to support political decision-making in the area of citizenship and gender equality;
- d) Promote education for citizenship and activities designed at raising civic awareness in regards to the identification of discriminatory situations and ways of eliminating them;
- e) Promote activities to facilitate equal participation in economic, social, political and family life;
- f) Suggest measures and carry out activities to counter all forms of gender violence and to support its victims;
- g) Support non-governmental organisations on measures, projects or activities that promote aims corresponding to those of the Commission;
- h) Attribute quality awards to entities that adopt codes or follow best practices examples in promoting gender equality, preventing gender violence and providing support to victims;
- i) Provide technical supervision of structures assisting and caring for victims of violence and strategic coordination with other official sectors involved in such support;
- j) Articulate and ensure the implementation and maintenance of technical systems of protection for victims of domestic violence;
- l) Maintain public opinion informed and aware by means of the media, by producing publications and by keeping a specialised documentation centre and library;

- m) Prepare general recommendations regarding best practices in promoting gender equality, especially at the advertising level, at the working procedures of educational structures, at the training and work organisation in the public and private sectors, as well as at checking their conformity with these best practices;
- n) Assign technical competencies and certify persons and entities' quality who are institutionally involved in the promotion and protection of citizenship and gender equality;
- o) Develop legal advice and psychosocial support services, especially in situations of discrimination and gender violence;
- p) Receive complaints regarding situations of discrimination or gender-based violence and present them, when appropriate by issuing opinions and recommendations, to the competent authorities or to the entities involved;
- q) Ensure adequate forms of institutional participation for non-governmental organisations that contribute to the implementation of citizenship and gender equality policies;
- r) Organise, in accordance with the Law, the national registry of non-governmental organisations whose statutory object is essentially the promotion of values of citizenship, human rights protection, women's rights and gender equality;
- s) Cooperate with international and European organisations and other equivalent foreign entities, in order to participate in the broad guidelines regarding citizenship and gender equality and to promote their implementation at national level;
- t) Cooperate with national, regional and local public and private entities in projects and activities coinciding with CIG's mission, in particular by establishing partnerships;
- u) Provide technical assistance to initiatives promoted by other entities in the area of citizenship and gender equality;
- v) Issue favourable opinions on the signing of cooperation agreements that involve official state entities in matters related to the support of victims of gender violence.

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

9.1 CIG ADVISORY COUNCIL

Under the terms of its Organic Law, one of CIG's bodies is the Advisory Council, which comprises the Inter-ministerial Section, the Non-Governmental Organisation Section and the Technical and Scientific Group.

The **Inter-ministerial Section** is composed by representatives of Government departments working in public administration areas deemed to be of interest to CIG's objectives, due to the impact their policies may have on promoting citizenship and gender equality.

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

The competencies of the advisers on equality include monitoring the implementation of policy measures in the field of gender equality.

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

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

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

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

9.2 NATIONAL PLANS

In view of the responsibilities established by its Organic Law, especially those providing support for the development of global and sectorial policies on promoting citizenship and gender equality, the Commission for Citizenship and Gender Equality is responsible for coordinating the measures set out in the National Plans. Under these Plans, CIG plays a key role in close cooperation with all ministries, which are responsible for the implementation of the measures in its area of intervention, coordinating interdepartmental teams composed of representatives of various areas, in each Ministry.

Although CIG is responsible for the general coordination of its execution, the implementation relies on the participation of the different partners involved. It is a shared intervention between several partners and aimed at common objectives.

These plans are based on concrete measures with indicators in order to enable further developments and measurable evaluation of the implementation of each measure by the ministries, which is a crucial step in the promotion of gender mainstreaming.

Mainstreaming Gender Equality at all levels of the Public Administration is a political commitment, a strategy for achieving Gender Equality and is considered a requisite for good governance by the Portuguese Government.

9.2.1 V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 (V PNI)

V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017, was approved by the Council of Ministers Resolution No. 103/2013, of 31 December.

Equality between women and men is a social goal in itself, it is essential to a full experience of citizenship, being a prerequisite for achieving a more modern, fair and egalitarian society. Therefore, the implementation of active policies for equality between women and men is a clear duty of any government, which should take into account the gender equality dimension in all aspects of the public and political decision-making process.

Consequently, the V PNI aims at the strengthening of the promotion of gender equality in all areas of governance, as well as 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, 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 is based on the assumptions contained in 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.

The plan has 7 strategic intervention areas, according to 70 measures.

9.2.2 V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 (V PNPCVDG).

Violence against women, including domestic violence, is one of the greatest obstacles to the full enjoyment by women of their human rights and fundamental freedoms. Mindful of this problem, the Government approved the V National Plan to Prevent and Combat Domestic and Gender-based Violence 2014-2017 which was approved by the Council of Ministers Resolution No. 102/2013, of 31 December.

In this intervention area it must be pointed out the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), emphasising that Portugal was the first European Union country to ratify this international instrument on 5 February 2013.

The V PNPCVDG is specifically based on the assumptions of the Istanbul Convention, expanding its implementation scope, until then limited to domestic violence, to other forms of gender-based violence, such as female genital mutilation and sexual assault.

Therefore, the V PNPCVDG aims to delineate strategies for the protection of victims, the intervention with perpetrators, the improvement of the knowledge about the related phenomena and respective prevention, the qualification of the professionals involved and the strengthening of the support structures network for the assistance of victims existing in the country, consolidating the work that has been done in the field, namely in the scope of domestic violence.

Following this understanding, the III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017, which aims to combat one of the

most serious violations of human rights committed against girls and women, becomes an integral part of the V PNPCVDG.

The plan has 5 strategic intervention areas i) - Prevention, Awareness-raising and Education; ii) Protection of Victims and Promotion of their Social Integration; iii) Intervention with the Perpetrators; iv) Training and Qualification for Professionals; v) Investigation and Monitoring, according to 55 measures, and the objective is to present an integrated response to domestic violence in Portugal, in accordance with European and International guide lines.

9.2.3 III National Plan to Prevent and Combat Trafficking in Human Beings 2014-2017 (III PNPCTSH)

The III National Plan to Prevent and Combat Trafficking in Human Beings 2014-2017 was approved by the Council of Ministers Resolution No. 101/2013, of 31 December.

Trafficking in human beings is one of the most serious violations of human rights. It is a complex reality, transnational in most cases, often committed within the framework of criminal organisations, which prey on vulnerabilities and weaknesses of trafficked persons. It is important to underline that the III PNPCTSH intends to incorporate the recommendations addressed to the Portuguese State within the report on the implementation of the Council of Europe Convention on Action against Trafficking in Human Beings, approved in 2013 by the Committee of the Parties.

The III PNPCTSH particularly aims to strengthen the victims' referral and protection mechanisms, to improve the cooperation and coordination between public entities and civil society organisations involved, and to adapt the national answer to the new challenges, in particular to the new forms of trafficking and recruitment.

The Plan is divided into 5 strategic intervention areas: i) Prevention, Awareness-raising, Acknowledgement and Investigation; ii) Education, Training and Qualification; iii) Protection, Intervention and Capacity building; iv) Criminal Investigation; v) Cooperation. It comprises 53 measures.

This plan expresses a global and integrated vision concerning the fight against human trafficking by establishing an essential link with the V National Plan against Domestic Violence 2014-2017 and the V National Plan for Gender Equality, Citizenship and Non-Discrimination 2014-2017.

9.2.4 III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017

The III Programme of Action for the Prevention and Elimination of Female Genital Mutilation 2014-2017, which aims to combat one of the most serious violations of human rights committed against girls and women, is an integral part of the V PNPCVDG. This option is based on the internationally accepted understanding that FGM is a form of gender-based violence, namely expressed by its inclusion in the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

The Programme is structured in 5 areas i) Prevention; ii) Integration; iii) Training; iv) Acknowledgement; v) Cooperation; according to 42 measures.

The III Programme of Action for the Elimination of FGM is implemented by an inter-sectorial group, composed by composed of representatives from a number of Public Administration authorities, intergovernmental organisations and non-governmental organisations that also participated in its drafting.

9.2.5 II National Action Plan for the Implementation of the UN Security Council Resolution 1325 (2000) on “Women, Peace and Security” (2014-2018)

The V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 establishes, in its measure 64, the elaboration of the II National Action Plan for the Implementation of the United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security (II PNA 1325). This Resolution expresses concern about the unequal impact of armed conflicts on women and men, and calls for an increase in the participation of women and for the full integration of a gender equality dimension into the prevention, management and resolution of armed conflicts, not only in countries affected by armed conflict (or in post-conflict reconstruction), but also in peaceful countries. The approval of the II PNA 1325 by the Resolution of the Council of Ministers no. 50/2014, of 26 August, fits within the commitments accepted by Portugal in the framework of the United Nations, the Council of Europe, the European Union and the Community of Portuguese Speaking Countries, and it intends to fulfil the objectives of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention). Portugal was the first European Union country to ratify this Convention on 5 February 2013.

The II National Action Plan for the Implementation of the United Nations Security Council Resolution 1325 (2000) on Women, Peace and Security (2014-2018) defines the way in which Portugal will continue to promote and implement the goals of that resolution at the national and international level.

This Plan develops mechanisms for the implementation, follow up and evaluation of its goals and measures. It involves 29 specific goals and their related activities and establishes 5 strategic main goals.

10. Data Sources

CITE

Progress Report on equality between men and women at work in employment and in vocational training 2012. Lisbon. July 2013. | *Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho no Emprego e na Formação Profissional 2012*. Lisboa. Julho 2013.

Available from: <http://www.cite.gov.pt/pt/acite/relatproig.html>

DGAEP (Directorate General for Administration and Public Employment) – SIOE (Information System for State Organisation); DGAEP / DEEP (Department of Public Employment Statistics) DGAEP (Direção-geral da Administração e do Emprego Público) – SIOE (sistema de informação da organização do estado); DGAEP / DEEP (Departamento de Estatística do Emprego Público).

Available from: <http://www.dgaep.gov.pt/index.cfm?preview=&OBJID=da5b5dbb-6ace-4d45-9a10-315cedc919b8>

DGPJ. *Ministry of Justice statistics*. | DGPJ. *Estatísticas da Justiça*.

Available from:

http://www.siej.dgpj.mj.pt/webeis/index.jsp?username=Publico&pgmWindowName=pgmWindow_634992836101406250

EUROSTAT

Combating Poverty and Social Exclusion – A statistical portrait of the European Union 2010.

Available from:

http://ec.europa.eu/employment_social/2010againstpoverty/export/sites/default/downloads/Publications/Statistical_portrait_of_the_EU2010.pdf

Income and Living Conditions Data | EUROSTAT. *Inquérito às Condições de Vida e Rendimento*.

Available from: <http://ec.europa.eu/eurostat/web/income-and-living-conditions/data/main-tables>

Gender pay gap in unadjusted form. | EUROSTAT. *Diferença salarial não ajustada*. Available from: <http://ec.europa.eu/eurostat/web/products-datasets/-/tsdsc340>

Ministry of Education and Science. (MEC) - General Directorate of Education and Science Statistics (DGEEC). | Ministério da Educação e Ciência (MEC) - Direção Geral de Estatísticas da Educação e Ciência (DGEEC).

Available from: <http://www.dgeec.mec.pt/np4/96/>

Education statistics 2012/2013. | *Estatísticas da Educação 2012/2013*.

Available from:

[http://www.dgeec.mec.pt/np4/96/%7B\\$clientServletPath%7D/?newsId=145&fileName=EE20131.pdf](http://www.dgeec.mec.pt/np4/96/%7B$clientServletPath%7D/?newsId=145&fileName=EE20131.pdf)

IPCTN – Survey on the National Science and Technology Potential. | *IPCTN Inquérito ao Potencial Científico e Tecnológico*.

Available from: <http://www.dgeec.mec.pt/np4/206/>

Doctorates completed or recognized in Portugal: 1970 to 2012 | Doutoramentos realizados ou reconhecidos por universidades portuguesas: 1970 a 2012.

Available from: http://www.dgeec.mec.pt/np4/Estat_Doutoramentos/

National Electoral Commission. | Comissão Nacional de Eleições.

More information in: <http://www.cne.pt/>

PORDATA

Available from: <http://www.pordata.pt/>

Social Security Statistics (Institute for Computer Science, Information Management Department)

| Estatísticas da Segurança Social (Instituto de Informática, IP, Departamento de Gestão de Informação).

Available from: <http://www4.seg-social.pt/estatisticas>

Statistics Portugal. *Census* | INE. *Censos*.

Available from:

http://censos.ine.pt/xportal/xmain?xpid=CENSOS&xpgid=censos2011_apresentacao

Employment Statistics, annual results. | INE. *Estatísticas do Emprego*, resultados anuais.

Available from:

http://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_publicacoes&PUBLICACOESpub_boui=216985031&PUBLICACOESTema=5414314&PUBLICACOESmodo=2 e/and

http://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_publicacoes&PUBLICACOESpub_boui=153370649&PUBLICACOESTema=55574&PUBLICACOESmodo=2

Statistics on Income and Living Conditions | INE. Inquérito às Condições de Vida e Rendimento. Available from:

http://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_destaques&DESTAQUESdest_boui=23346238&DESTAQUESmodo=2