

# Portugal

## Apie



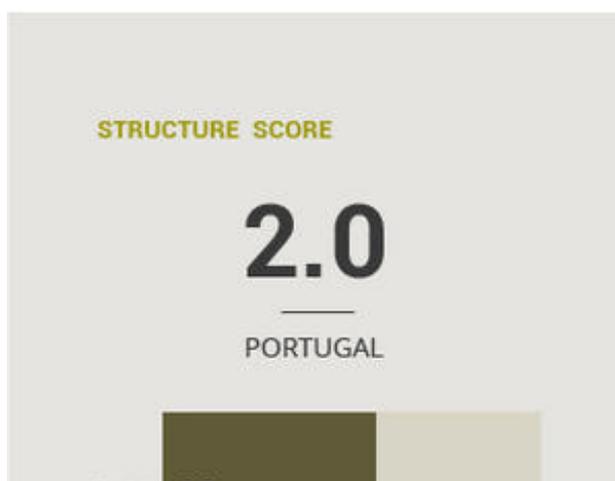
Mainstreaming Gender Equality at all levels of the Public Administration is a political commitment, a strategy for achieving Gender Equality and is considered a requisite for good governance by the Portuguese Government. The governmental mechanism for promoting gender equality is the Commission for Citizenship and Gender Equality (CIG), established by by Regulatory Decree in 2012 under the Office of the Presidency of the Council of Ministers. In view of the responsibilities established by its Organic Law, especially those providing support for the development of global

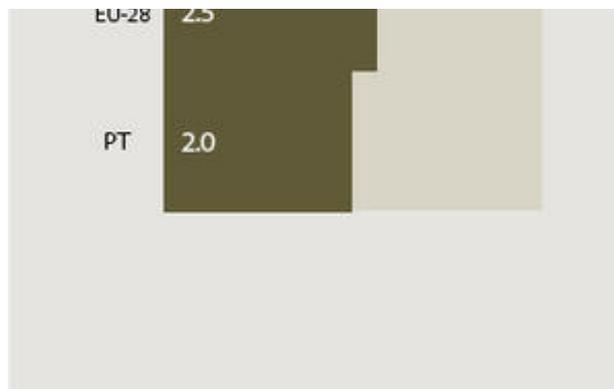
and sectorial policies on promoting citizenship and gender equality, the CIG is responsible for coordinating the measures set out in the National Plans. Under these Plans, CIG plays a key role in close cooperation with all ministries, which are responsible for the implementation of the measures in its 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.

In 1977 the legal document that institutionalised the Commission on the Status of Women already included a mainstreaming perspective, although the concept of gender mainstreaming was not yet formulated as it is known today. This women's rights structure created a consultative council, composed of a non-governmental (NGO) section and an interministerial section, which would allow for the integration of gender in all policy areas (Decree-Law No. 485/77). Twenty years later, in 1997, the integration of a gender perspective at all policy levels became more visible in the Global Plan for Equal Opportunities, approved by the Council of Ministers. The first objective of this plan consisted in integrating the principle of equal opportunities between women and men in all economic, social and cultural policies. Since then, several National Plans for Equality were issued, assuming gender mainstreaming as the main guiding principle to integrate gender concerns in all policy domains. The most recent is the V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017. In 2008, the Resolution of the Council of Ministers No. 161/ was issued to legitimise the mandate of the ministerial Counsellors for Equality and the Interdepartmental Teams.

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## Structures





From 1991 until 2007 the Commission for Equality and Women's Rights was the main government body for promoting gender equality. The Commission for Citizenship and Gender Equality (CIG), under the tutelage of the Secretary of State for Parliamentary Affairs and Equality, continues the work of this commission in the area of gender equality. It has a gender mainstreaming mandate and is tasked with ensuring the implementation of the Fifth National Plan for Equality and other thematic national plans.

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 Advisory Council has a remit to design, implement and assess public policies of education for citizenship and promotion of gender equality, and it assures the representation of government departments, civil society organisations and gender experts.

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. The Commission for Citizenship and Gender Equality (CIG), under the tutelage of the Secretary of State for Parliamentary Affairs and Equality, continues the work of this commission in the area of gender equality.

Linked to the Consultative Council are the Counsellors for Equality in each ministry and the Interdepartmental Teams for Equality.

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## Laws and policies

The main policy instruments are the Fifth National Plan for Equality – Gender, Citizenship and Non-Discrimination (2014-2017), and the National Plan against Domestic Violence.

In 2008, a Resolution of the Council of Ministers was central in the progress towards gender mainstreaming. This document defined measures to promote gender mainstreaming in the central administration of the state. Measures include 1) an ex ante assessment of each government department in order to better draft a ministerial Plan for Equality, which will be implemented, monitored and evaluated, and to define strategic objectives and operational measures according to priority intervention areas (defining a timeframe for implementation and human and financial resources); 2) the promotion of gender-neutral language and avoidance of stereotypical images in communication materials; 3) the promotion of gender budgeting; and 4) the integration of the gender dimension at all levels of decision-making in each government department. The resolution also approved the statute of Counsellors for Equality and the members of the Interdepartmental Teams.

In 2003, the Second National Plan for Equality underlined the importance of systematically considering and integrating the gender dimension in the elaboration and implementation of government policies and actions. The concept of gender mainstreaming is expressly mentioned in this document and it is identified within the structural measures for public administration. The Third National Plan for Equality – Citizenship and Gender, approved in 2007, assumes gender mainstreaming as the main guiding principle to integrate gender concerns in all policy domains.

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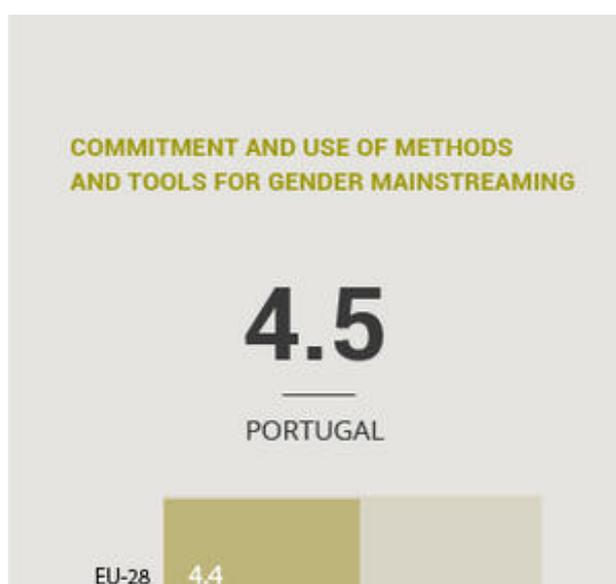
Gender mainstreaming is again present in the Fourth National Plan for Equality – Gender, Citizenship and Non-Discrimination that came into force in 2011. It recognises gender mainstreaming as one of the three pillars of its strategic approach, and considers it a requirement for good governance: a gender perspective should be transversally integrated in all policy domains.

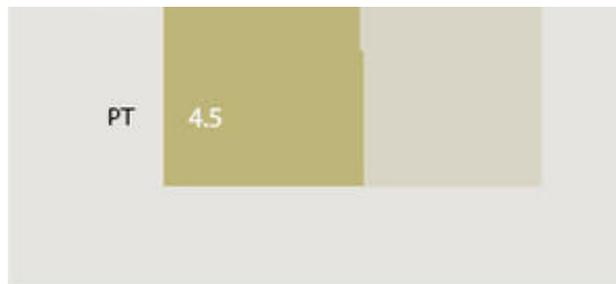
In 2013, the V National Plan for Gender Equality, Citizenship and Non-discrimination 2014-2017 was approved. The V PNI aims at the strengthening of the promotion of gender equality in all areas of governance, as well as the intervention in the fields of education, health and labour market, since these 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.

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## Methods and tools





A variety of methods are being deployed. There is a plan for the use of gender budgeting and gender impact assessment.

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## Good practices

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