

Commission for Citizenship and Gender Equality

Answer connected with CIG's complain system:

Complaints received by the CIG:

Different Types of Discrimination	2015	2016	2017	2018	2019	2020	2021	2022
Sex-based discrimination	10	10	18	12	28	15	20	18
Sexual orientation	-	4	-	2	2	-	7	10
Gender identity and expression	1	-	1	8	-	1	8	12
Domestic violence	-	4	2	-	-	-	2	4
Violence relationships intimacy	-	-	-	-	-	-	2	0
Total	11	18	21	22	30	16	39	44

Source: CIG

Regarding the articulation between CIG and other entities or authorities, the Portuguese mechanism for Citizenship and Gender Equality does not notify the Ombudsman's Office, because this is an independent institution.

Answer connected with special temporary measures specially design for women, for most vulnerable women:

The National Strategy for Equality and Non-Discrimination for the period 2018 -2030, with three action plans – one of those, the larger is the Action Plan for equality between women and men (2022-2025 is in the working process right now), with measures to specific population groups:

1. Promotion of equality between women and men in the fight against poverty and social exclusion including the elderly, disabled, migrants, applicants for international protection, and ethnic minorities such as the Roma population (in conjunction with the ENICC - National Strategy for Inclusion of the Roma Community).

Main measures:

- Encouraging and supporting the participation of immigrant and ethnic minority women in associative movements, in articulation with the Support Program for Roma Associations.

Commission for Citizenship and Gender Equality

- Gender equality training for professionals working with vulnerable groups, namely homeless people, migrants, afro-descendants, and ethnic minorities.
- Specialized and continuous training plan for professionals of the entities that integrate the NPISAs (Homeless Planning and Intervention Units).
- Carrying out activities to promote education and combat school dropout for children from Roma communities, particularly girls.

2. Promotion of literacy actions and empowerment of elderly women and widening of their access to ICT (Information and Communication Technologies).

3. Produce information, tools, and diagnosis about women in a situation of special vulnerability.

In the action plan for preventing and combating violence against women and domestic violence for the period 2018-2021, we can find the following measures:

- Specialization in intervention with women victims of sexual violence and supported persecution.
- Program for intervention with victims in a situation of special vulnerability due to the intersection of various factors of discrimination, namely gypsy, elderly, disabled, migrant, refugee, and lesbian; entities for intervention with victims in special.
- Training and specialization of professionals to intervene with victims in a situation of special vulnerability, due to the intersection of various factors of discrimination, namely gypsy, elderly, disabled, migrant, refugee, lesbian– Global Plan of training for Public Administration.

Sample of other measures planned to promote the visibility of women in the public sphere, resulting from national public policy measures:

Recognition of a seat on the Economic and Social Council to a Representative Organization in the Area of Equal Opportunities for Men and Women;

Approval of Law nº 36/2021, which approves the framework law of the public utility statute, which recognizes that women's associations enjoy the right to tax exemption and special tariffs

Implementation of the balanced representation in management positions for public companies and private companies listed on the stock exchange, requiring a minimum of 33.3% for the less represented sex;

Implementation of the rule of balanced representation in central, direct, and indirect public administration and higher education institutions.

Development and funding of the national Program “engineers for a day” to encourage young girls and women to opt for training and academic careers at STEAM;

Establishment of targets for the participation of women in digital areas within the scope of the Action Plan for the Digital Transition and the INCoDe.2030 program (at least 40% of women in all open training courses).

Commission for Citizenship and Gender Equality

Promotion of disaggregation by sex of all administrative data of the Central Public Administration, foreseen in the Strategy for Innovation and Modernization of the State and the Recovery and Resilience Program.

Disaggregation by sex is foreseen in several recently approved national action plans such as the National Plan to Combat Racism and Discrimination, the National Plan for the Implementation of a Youth Guarantee, INCoDe2030, and Strategy for Transformation.

81% of municipalities with a municipal plan for equality under development, across the country, in an investment of more than 6 million euros

Investing in training for the security forces and judicial staff – Creation of an annual joint training program that provides various actions focused on promoting equality between men and women.