




**SESSION 4 – POSSIBLE ALLIANCES AND FURTHER TOOLS**

**GENDER EQUALITY IN PORTUGAL**

**Equinet**  
European network  
of equality bodies

**CiG**  
Centro para a Cidadania e Igualdade de Género  
Presidência da República Portuguesa

Maria do Rosário Fidalgo  
Lisbon, 18 September 2013




**EMPLOYMENT AND UNEMPLOYMENT - (2012)**

- Female employment rate (15-64 years) – 58,7%
- Male employment rate (15-62 years) – 64,9%
- Female economic activity rate – 47,5%
- Male economic activity rate – 56,5%
- Female unemployment rate – 15,6%
- Male unemployment rate – 16,7%


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Source: Statistic Portugal (INE)




**EDUCATION - The law on the educational system guarantees equal opportunities for both sexes.**

- Education – 80,5%
- Arts and humanities – 56,5%
- Social Sciences, business and law – 58,2%
- Sciences – 46,9%
- Engineering, industries Agriculture – 55,6%
- Health and Welfare – 77,4%
- Services – 43,5%

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Source: PORDATA



**SELF-EMPLOYED**

**Table 1: Self-employed (male + female aged 15 years and older ) 2011**


	Self-employed: male + female	Self-employed: female
PORTUGAL	988.000	366.300

Source Eurostat European Union Labour Force Survey – Annual results 2011

**Table 2: Self-employed Women aged 15 years and older 2008-2011**

	2008	2009	2010	2011
PORTUGAL	509.700	475.600	441.800	366.300


Source Eurostat European Union Labour Force Survey – Annual results 2011




**Presence of women in economic decision-making bodies**

**Members of the Board of Directors of Portuguese Stock Index companies- PSI20 (2010)**

WM	Women	Men
242	25 6,2%	227 93,8%




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Presidência do Conselho de Ministros



**Presence of women in economic decision-making bodies**

The Council of Ministers Resolutions Nos. 49/2007 of 28 March, and 70/2008 of 22 April calling for the adoption of plans for equality for all companies owned by the State:

- Equal treatment and opportunities between women and men;
- Eliminate discrimination and increase the representation of women in decision-making;
- Eliminate gender pay gap;
- Promote Reconciliation of family and professional life;
- Satisfaction of needs of community, social *corporate* and sustainable development.



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**Presence of women in economic decision-making bodies**  
**Adoption of the Resolution of the Council of Ministers No. 19/2012**  
**(8<sup>th</sup> March)**

Defining the adoption of measures to promote equality between women and men in management and supervisory posts in public companies.



Comissão para a Cidadania e Igualdade de Género  
 Comissão de Promoção da Igualdade de Género






**Adoption of the Resolution of the Council of Ministers No. 13/2013**  
**(8<sup>th</sup> March)**

Defining the adoption of measures to promote reconciliation of family and professional life between women and men.




Comissão para a Cidadania e Igualdade de Género  
 Comissão de Promoção da Igualdade de Género

**SUGGEST WHICH INTERACTION CAN TAKE PLACE BETWEEN EQUALITY BODIES AND THESE ACTORS FOR THE PROMOTION OF EQUAL PAY**

- .Promote awareness and information on equal pay in the workplace with stakeholders;
- .Promote tools for employers to correct unjustified pay inequalities;
- Guidelines and the evaluation of the promotion of Equal Pay among members Equinet;



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www.mg.gov.pt/pt/igualdade-de-genero




**SUGGEST BOTH PRACTICAL ACTIVITIES AND COMMON STRATEGIES**

ACTIVITIES:

Annual conference to show the goods practices of equalities bodies; Campaign on "Equality is the Best" with the success stories; thematic workshops and newsletter.



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## SETTING AND DIFFERENT STAKOLDERS



### NATIONAL NETWORK OF CORPORATE SOCIAL RESPONSABILITY




CIG  
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**266**



Year	Number of Members
2009	~10
2010	~25
2011	~45
2012	~65
2013	266

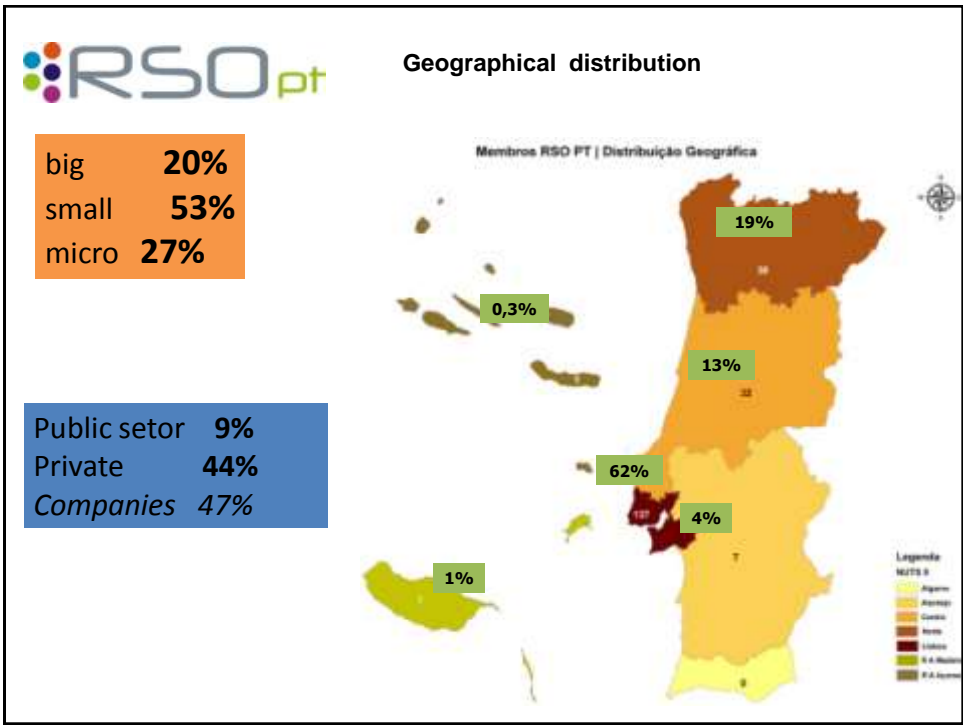


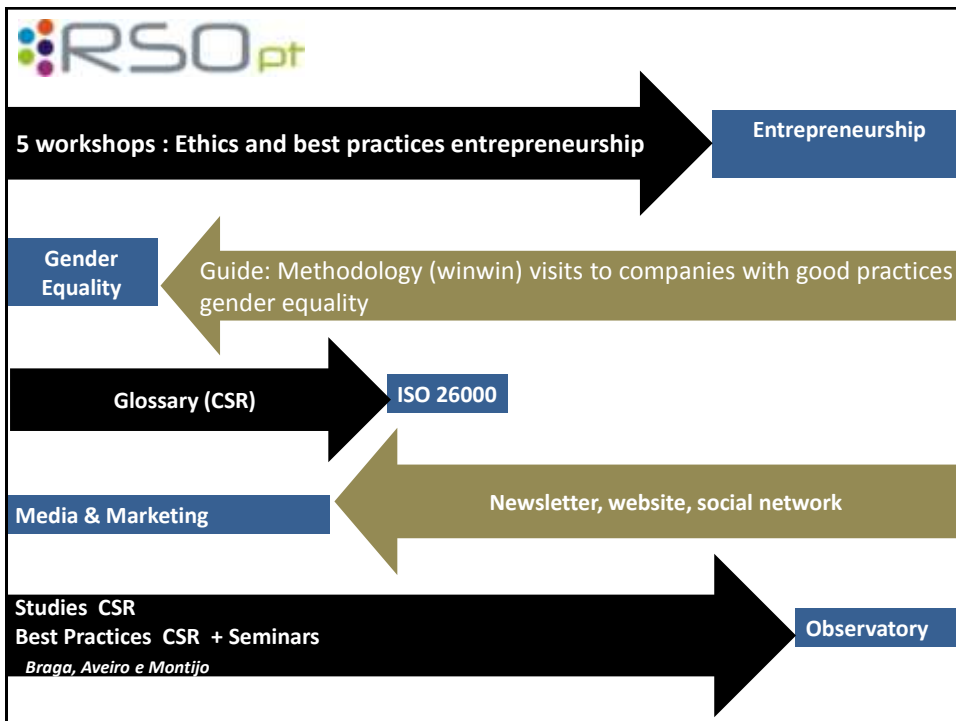
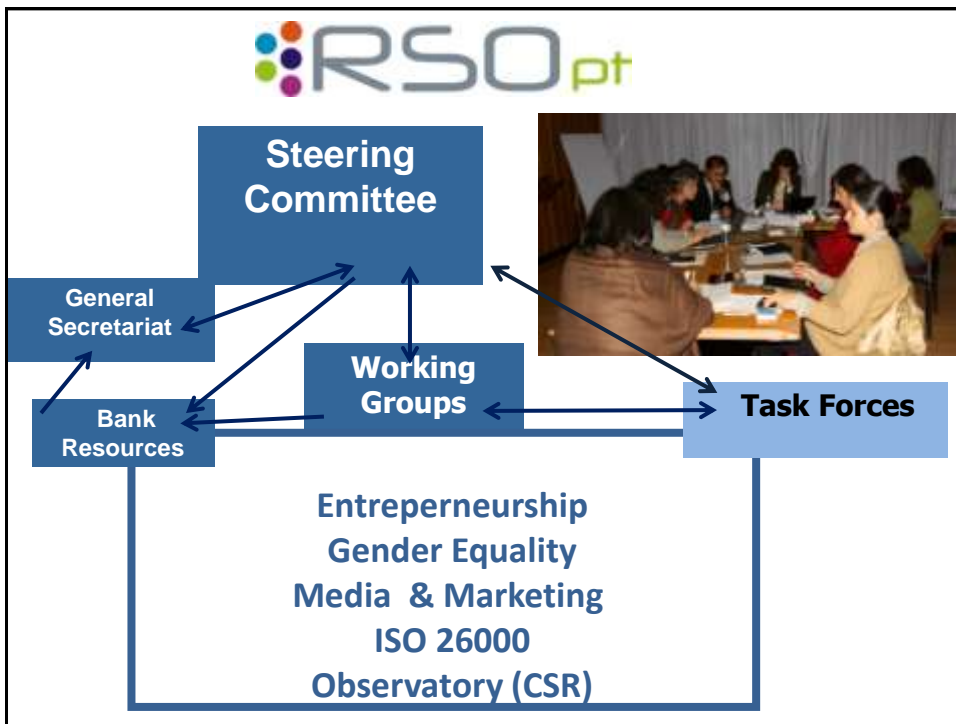
**MISSION**

Awareness and civil society organizations to corporate social responsibility(CSR)  
 Disseminate policies, best practices and tools for corporate social responsibility (CSR)  
 Study the CRS in Portugal

**RULES**

- Ethics and Transparency;
- Human Rights;
- Gender Equality and diversity
- Good Governance;
- Dialogue with stakeholders;
- Human Resource Management;
- Protection and Environmental;
- Community Development.









Rede Nacional de Responsabilidade Social

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## Thank you for the attention!



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