

## QUESTIONNAIRE

*Completed questionnaires should be sent to Ms Penelope Keenan ([p.keenan@unesco.org](mailto:p.keenan@unesco.org)) by 15 October 2013.*

### A. National policies in the field of culture

1. Does your country have (or is in the process of elaborating) a cultural policy that includes a specific reference to gender equality and/or women's empowerment?

The Commission for Citizenship and Gender Equality (CIG) 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. The competences of CIG are transversal to all areas of policy, it does not work specifically on culture issues.

CIG is integrated in the Presidency of the Council of Ministers and reports directly to the Secretary of State of Parliamentary Affairs and Equality.

The action, in the area of Gender Equality, is guided, from 2011 to 2013, by four National Plans: The IV National Plan for Equality – Citizenship, Gender Equality and non-discrimination; the IV National Plan against Domestic Violence; the II National Plan against Human Trafficking; and the II Programme of Action to Eliminate Female Genital Mutilation.

A National Action Plan to implement the United Nations Security Council Resolution 1325 "Women, Peace and Security" was adopted in 2009 for the period 2009-2013.

Mainstreaming Gender Equality at all levels of the Public Administration is a political commitment and a strategy for achieving Gender Equality.

The commitment to mainstream gender in all government activities, including in all policies implemented at the Central and Local levels of Public Administration, is translated in the adoption of Plans for Gender Equality, in the institutionalization of Ministerial Equality Advisers and teams in each Ministry and in the progressive celebration of Protocols with municipalities.

The IV National Plan for Equality, Gender, Citizenship and Non-Discrimination, 2011-2013, is the instrument of public policies that promotes equality and comes within the commitments assumed by Portugal in the various international and European instances.

The Plan aims to affirm equality as a factor of competitiveness and development, in a three-pronged approach. On one hand, strengthening the gender dimension as a requisite of good governance, so as to ensure that it forms part of all areas of political activity and of social reality, in order to bring about full citizenship in public and private spheres. On the other, the combination of this strategy with specific actions, including positive actions, intended to overcome the inequalities that affect women in particular.

The Plan has 97 measures structured around 14 strategic areas.

- 1) Integration of a gender dimension in the Public, Central and Local Administration, as a requisite of good governance;
- 2) Economic Independence, Labour Market and Organization of Professional, Family and Personal Life;
- 3) Education, Higher Education and Life-Long Training;
- 4) Health;
- 5) The Environment and Spatial Planning;
- 6) Research and the Society of Knowledge;
- 7) Sport and Culture;
- 8) Media, Advertising and Marketing;
- 9) Gender-based Violence;
- 10) Social Inclusion;
- 11) Sexual Orientation and Gender Identity;
- 12) Youth;
- 13) Civil Society organizations;
- 14) International Relations, Cooperation and Portuguese Communities.

In strategic area 7, the plan has 3 measures that are addressed to culture: measure 50 - To promote the realization, in articulation with the municipalities, of decentralised cultural activities that include the perspective of gender equality; measure 51 - To award the distinction «Women as Producers of Culture» with the objective of granting visibility to women who stand out in cultural production; and, measure 52- To enhance the visibility of artistic creation by women.

Also, the IV National Plan against Domestic Violence has one measure that aims to award a national prize for the best assignment in literature, theatre, cinema and journalism.

If yes, please specify the following in your response:

- Any references to a UNESCO Convention, Declaration or publication or any of the international treaties and actions plans listed above (cf. 2. Background)

As explained above, the IV National Plan for Equality is the instrument of public policies that promotes equality and comes within the commitments assumed by Portugal in the various international and European instances.

- References to women from indigenous or other minority groups

No

- The ministry or public body responsible for its implementation

Yes. The responsibility for the implementation of these measures is of the Secretary of State of Culture, together with other departments;

- Involvement of women's groups, communities and other associations working on gender and culture in the consultation and elaboration of this policy

The Commission for Citizenship and Gender Equality has an Advisory Board that is composed of:

- A section of Non-governmental Organisations (40 NGO's: 25 of which are women's associations and NGOs working in the field of gender equality and 15 working in the areas of citizenship and human rights);
- An Inter-ministerial section comprising representatives of each line Ministry and Services that work as gender focal points in their respective areas with the aim of mainstreaming gender equality into all policies. They have the formal Statute of Advisers for Equality.
- A Technical and Scientific Advisory Group chaired by the member of the Government in charge of CIG. Besides the president and the Vice-president of the CIG it is composed by 10 personalities with well-known scientific skills in the fields of citizenship, human rights, women's rights and gender equality.

All these sections are consulted on the elaboration of the policies related to gender equality. There is a NGO working on gender and culture "Associação Cultural Moinho da Juventude".

Impact assessments or evaluations

The evaluation of the plan is being carried out by an external entity.

## **B. National implementation strategies of UNESCO Culture Conventions**

2. How has your country addressed gender issues in its work to:
  - protect cultural property in the event of armed conflict;
  - fight the illicit trafficking of cultural property;
  - safeguard intangible cultural heritage;
  - protect cultural and natural heritage;
  - protect underwater cultural heritage; and
  - promote cultural industries.

Please provide examples of activities, action plans and research undertaken between 2003 and 2013.

**This is a responsibility of the Secretary of State of Culture.**

### **C. Access to decision-making**

3. What measures exist in your country to promote and ensure the equal representation of women and men in decision-making processes in the field of culture?

Equality between women and men is a fundamental principle of the Portuguese Constitution since 1976, leading to a very equalitarian legislative framework. The Constitution enshrines the promotion of equality between men and women as a fundamental task of the State, which must, not only ensure the right to equality, but also commit to the promotion of equality. Therefore the State assumes a proactive role in the promotion of equality between women and men by the means of the governmental policy adopted in this area.

In Portugal, there are no specific legal dispositions in order to promote gender equality in boards of directors in private sectors. However, the Operational Programme for the Promotion of the Human Potential, one of the 3 Programmes developed under the National Strategic Reference Framework (NSRF) (2007-2013), includes a specific funding line which aims to stimulate and support the implementation of Equality Plans in Central and local Administration as well as Public and Private sector Companies or other organisations (Associations, cooperatives, federations, etc...) in order to ensure the equal access of women and men to jobs, equal pay, equal access to training, to career progression and the reconciliation of family and private life, which can include cultural organisations, or others, in this field.

Please consider the following in your response:

- Level of government implemented (e.g. national, local)
- Any measures to ensure that women can participate on an equal basis with men in identifying what constitutes cultural heritage
- Any measures to ensure that women can participate on an equal basis with men in taking decisions about the use and safeguarding or protection of heritage
- Any measures that aim to ensure improved gender parity in senior management or leadership positions within cultural institutions
- Impact assessments or evaluations

### **D. Education, Capacity-Building, and Training**

4. How has your country addressed gender gaps in educational, capacity-building and management programmes in the fields of heritage or creativity?

**This is a responsibility of the Ministry of Education and Science.**

Please consider the following in your response:

- Include examples of programmes. For example, a heritage management programme that aims to increase female cultural professionals access to senior management and leadership positions or capacity-building workshops addressing gender issues in safeguarding intangible cultural heritage
- Include a list of any technical training or educational programme
- Describe if the methodology, content and curriculum has been informed by a gender-responsive approach
- Describe whether they address socio-economic challenges to pursue educational programmes faced by certain groups of women, such as women in rural areas or indigenous women
- Impact assessments or evaluations

**E. Access to credit and financial resources allocation**

5. What special policies, practices or other measures in your country exist to ensure that female cultural entrepreneurs can access credit?
6. Does the allocation of public financial resources in the fields of heritage and creativity take into account gender differences in cultural activities and practices?

The Portuguese Government has improved mechanisms with a view to fostering women's employability and entrepreneurship, namely by encouraging female entrepreneurship through vocational training and re-skilling, financial incentives, microcredit, creation of organisational networks, meetings and exchange of good practices. These mechanisms are mainly co-financed by the European Social Fund through two Programs of the National Strategic Reference Framework (NSRF 2007-2013), the human potential (POPH) and the competitiveness (POFC).

The Operational Programme for the Promotion of the Human Potential (POPH) is the national authority responsible for the implementation of European Social Fund. Under the POPH several priority policy sectors or axis were design. Axis 7 aims at developing the capacity of national public institutions and civil society organizations to promoting gender equality.

In this regard, under typology 7.6 (Promotion of Women Entrepreneurship), of Axis 7, financial support is provided for training courses, tutorship, consultancy and technical assistance for the creation of companies managed by women, as well as for support actions for the creation of inter-business networks that facilitate the dissemination and access to relevant info for the sustainability of these companies.

Also worth mentioning is the fact that under the Operational Program for Competitiveness (POFC) – another of the 3 thematic operation programs of the NSRF (2007-2013) there is a specific funding line to promote women entrepreneurship. Besides not being a beneficiary entity nor an intermediate body under this Operational

Program, CIG issues an opinion on the quality of the women entrepreneurship projects that apply for this funding line.

CIG established a protocol with the CASES - Cooperative António Sérgio for Social Economy, in the context of National Microcredit Program, approved by Ordinance No. 58/2010, 28th December. This programme is intended to stimulate job creation and entrepreneurship among population that has difficulty in accessing labour market, thereby facilitating access to credit and to technical support for the creation and consolidation of business projects.

In Portugal, there are women entrepreneurs associations that develop projects and activities aimed at promoting women's entrepreneurship, as well as actions that increase the visibility of women, in particular, the ANE - National Association of Women Entrepreneurs, the APME - Portuguese Association of women entrepreneurs and the AMEP - Association of women entrepreneurs in Portugal and the Federation of Associations of Women Entrepreneurs. But also NGOs, namely ANJE-National Association of Young Entrepreneurs and the AIP-CCI - Portuguese Industrial Association.

These mechanisms can be accessed by women of all fields of activity, including heritage and culture.

Please consider the following in your response:

- The public or private body that is responsible for these policies, practices or measures
- Any public and private partnerships or schemes in this area
- Any cultural sub-sectors that are targeted in such policies, practices or measures? (e.g. crafts, dance, theatre)
- Impact assessments or evaluations

#### **F. Visibility and awareness-raising**

7. Are there any actions in your country that aims to raise awareness of and give visibility to women's contribution to cultural life (e.g. heritage, creativity, the arts)?

In april 8<sup>th</sup> 2013, the Secretary of State of Culture and the Commission for Citizenship and Gender Equality awarded, for the first time, 5 women with the distinction «Women as Producers of Culture».

If yes, please consider the following in your response:

- Efforts to promote greater recognition of women's contribution to cultural life in educational curricula or the media – **This a responsibility of the Ministry of Education and Science.**
- Special measures (e.g. quota system) to promote female artists in public media and fora (e.g. radio, television, cultural events)
- Impact assessments or evaluations

**G. Statistics and Indicators**

8. Are there any gender indicators in your country related to culture (e.g. heritage and creativity)? Are cultural statistics in your country disaggregated by sex?

If yes, please list.

- Employment in the cultural and creative activities, according to sex

In 2011, there were 76.800 person employed in this field, 40.300 men and 36.500 women.

Thank you for completing this questionnaire!