

LOOK FOR OUR SERVICES IF:

- You're a pregnant worker and were dismissed...
- You have doubts concerning parental leaves...
- You're having difficulties in using your legal rights concerning breastfeeding...
- You have experienced discrimination in recruitment for a job by being a man or woman...
- You're a woman and you don't get equal pay for equal work when compared to a co-worker man ...
- If you're a father or a mother of a child under the age of 12 requesting for your legal rights concerning part-time or flexitime work ...
- You were recently father and still don't know whether to use your initial paternity leave or not...
- You were recently father and would like to share with the mother of your baby the 30 or more days parental leave ...
- You are a grandmother or a grandfather needing to assist, in case of sickness or accident, your grandson or granddaughter ...
- You intend to adopt a child and would like to use parental leave ...
- You're being a victim of moral or sex harassment on your working place ...
- You want to implement good gender equality practices on your enterprise/ organisation ...

CITE CAN HELP YOU!



How to contact CITE?

Write to:

Comissão para a Igualdade no Trabalho e no Emprego – CITE
Rua Viriato, nº 7 – 1º, 2º e 3º andares
1050-233 Lisboa
PORTUGAL

Fax: + 351 213 104 661

geral@cite.gov.pt

Phone to:

+ 351 217 803 700

HELPLINE from Monday to Friday:
10h30am—12h30pm and 2h30 – 4h30pm

 **800 204 684**

Go to our website:

www.cite.gov.pt

Look for us 



COMMISSION FOR EQUALITY IN LABOUR AND EMPLOYMENT

+ Equality between men and women in labour, in employment and in vocational training

+ Reconciliation between professional, family and personal life



Did you know that in Portugal:

- women earn, on average, for equal work or work of equal value, less than men?
- on our enterprises, the majority of management and executive-level positions are occupied by men?
- employed women predominate at lower qualification levels in spite of their higher qualifications?
- employed women devote 16 more hours than employed men to housework and the provision of family care, throughout the week?
- despite the 10 days parental leave be compulsory, only 62.6% of employed men enjoyed this license?
- the majority of non-permanent contracts are taken with women?

In Portugal there is a body that aims to eliminate these and other imbalances between men and women in the labour market



Who are we?

The Commission for Equality in Labour and Employment (CITE) is a Portuguese equality entity with a tripartite and equilateral composition, having 4 members from the State, 4 members from the trade union confederations (CGTP-IN e UGT) and 4 members of the employers' confederations (CCP, CIP, CAP e CTP), whose mission is the promotion and monitoring of social dialogue on gender equality, amongst other areas.

Main Responsibilities

To pursue

- Equality and non-discrimination between women and men in labour, in employment and vocational training;
- Protection of parentality (maternity, paternity and adoption);
- Reconciliation of professional, personal and family life.

Public Services

- Legal service face-to-face;
- Legal support in writing;
- Legal service by helpline;
- Thematic library.



CITE acts in the interest of Gender Equality amongst employers and employees

What do we do?

- Receive complaints and issue legal opinions concerning equality and non-discrimination in labour and employment;
- Issue a legal opinion (within 30 days) which employers must obligatorily request before dismissing any pregnant worker, any worker who has recently given birth or who is breastfeeding, or male worker during the parental leave (paternity leave);
- Issue a legal opinion (within 30 days) which employers must request in advance when they disagree with part-time or flexitime work for male or female workers with one or more children under the age of 12;
- Provide legal services and information;
- Appraisal of the legality of collective bargaining provisions with regards to their compliance with equality between men and women in labour requirements;
- Give assistance to victims of discrimination based on sex at work, employment or vocational training in cooperation with judicial bodies;
- Mediation of small conflicts, in the case of individual conflict, when requested by both parties;
- Promote Social Dialogue in the field of equality between men and women in labour market;
- Promote studies, research and projects concerning equality and non-discrimination in labour, employment and vocational training, as well as good practices for reconciling professional, personal and family life;
- Develop and organise training and awareness-enhancing activities in the field of equality in labour, employment and vocational training and of reconciliation of professional, personal and family life;
- Cooperate at national and international levels with public and private organisations in activities and projects related with CITE's mission.

Cooperate with us!