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**Equal opportunities regardless races at
the Portuguese labour market**

Agrupamento de Escolas Alexandre Herculano



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Legislative framework

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Portugal's plan of integrating immigrants:

- developed policies and good practices of integration
- produced anti-discrimination legislation (upon sex, race, colour, religious beliefs, nationality or ethnic origin.



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And... The Portuguese Constitution in its §13 provides that:

- no one shall be privileged , benefited , harmed, deprived of any right or exempt from any duty because of
 - ancestry,
 - gender,
 - race,**
 - language, etc.



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The Portuguese Constitution

- Doesn't permit the collection of statistical data on the basis of race, ethnicity or skin colour.

So according to the

Portuguese Constitution: there isn't any race discrimination at the labour market

but

In the Press: there are some cases of ethnic minorities discrimination



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Examples:

- Discrimination addressed to the Chinese community in relation to their businesses (restaurants shops)
- Discrimination addressed to the black community in relation to the local citizens concerning lower salaries, difficult working conditions and below their qualifications (in many cases)

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In Lisbon, for example, the racial or ethnic categories are discriminated in the access to the labour market.

Some Portuguese employers reject African women because of prejudices towards the African community. They are a stereotype associated to marginality, criminality and drugs.

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But

The most discriminated one is the Roma community.
Almost 40 000 citizens of gipsy ethnicity live in Portugal.
They have a very limited access to labour market

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...because they do not have for the performance of certain functions

- the academic requirements
- the necessary professional experience.

- Discrimination and exclusion
- Lack of education and training

cause the lack of suitable employment and/or lack of access to the labour market.

Resulting in the the socio-economic handicaps of Roma

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This situation is encouraging a large number of families to send their children to school to acquire improved levels of schooling. However, despite the commitment to provide more and better studies to their children, the efforts are not enough to ensure an equal access to the labour market because it requires a change of attitude on the part of employers and employment agencies.



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Thank you for your attention!

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