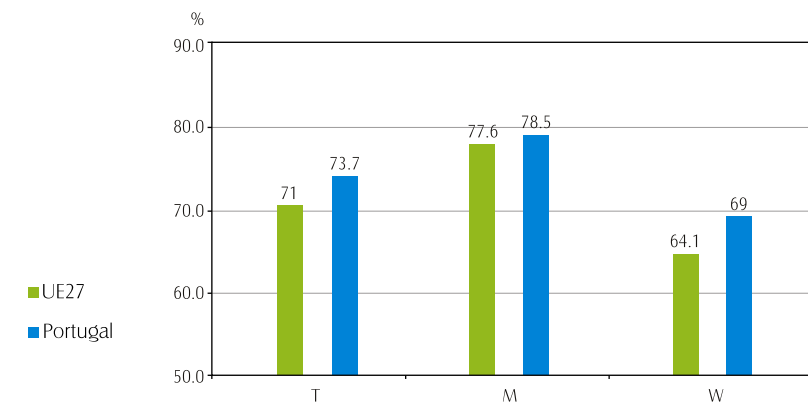




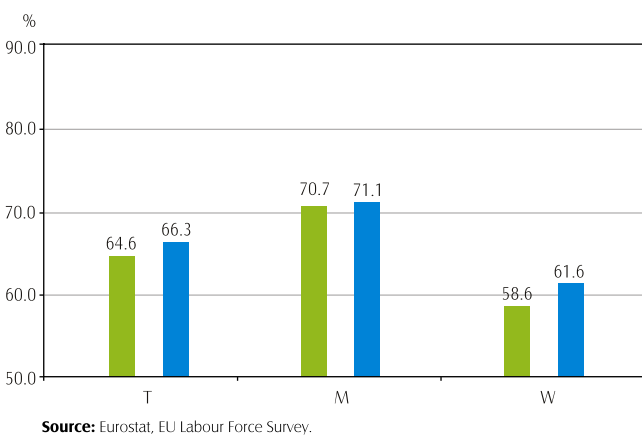
Activity Rate in Portugal and in the EU27, 2009

Portugal shows an activity rate superior to the European average (EU27), especially on women data: In 2009, female activity rate in Portugal was 69% while in EU27 was never higher than 64.1%.



Source: Eurostat, EU Labour Force Survey.
Note: This activity rate is calculated by the percentage of the population aged between 15 and 64 years old.

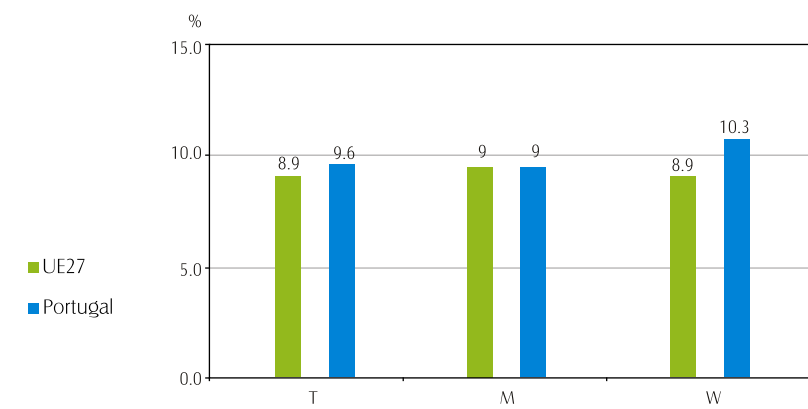
Employment Rate in Portugal and in the EU27, 2009



Concerning employment, Portugal also has a higher rate than the EU27 average. This difference is particularly clear on women, with 61.6%, in 2009, in Portugal, compared with 58.6% on women employment rate in EU27.

Unemployment Rate in Portugal and in the EU27, 2009

In 2009, the unemployment rate in Portugal was higher than the one in the EU27. This difference is due to women situation, since female unemployment rate in Portugal is 1.4 percentage points higher, reaching 10.3% (compared with 8.9% in the EU27).



Source: Eurostat, EU Labour Force Survey.
Note: This unemployment rate is calculated taken in account people aged between 15 and 74 years old.

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COMMISSION FOR EQUALITY
IN LABOUR AND EMPLOYMENT
Ministry of Labour and Social Solidarity

(Organic Law - D.L. n° 124/2010, from 17th November)

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WOMEN AND MEN WORK, EMPLOYMENT AND FAMILY LIFE

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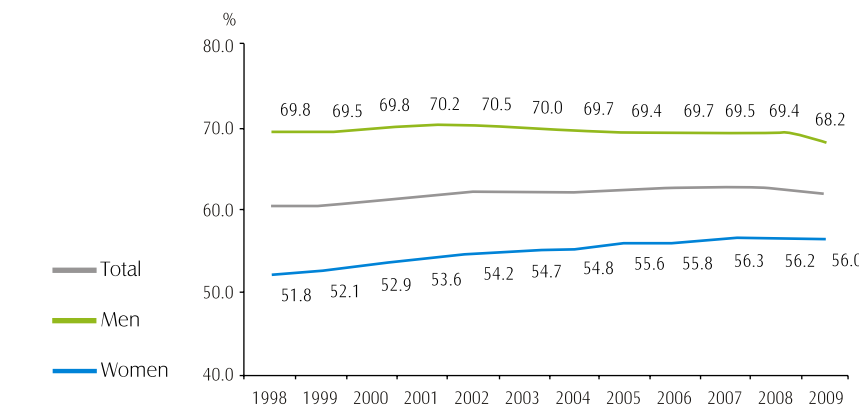
Ministry of Labour and Social Solidarity



Activity Rate, 1998-2009

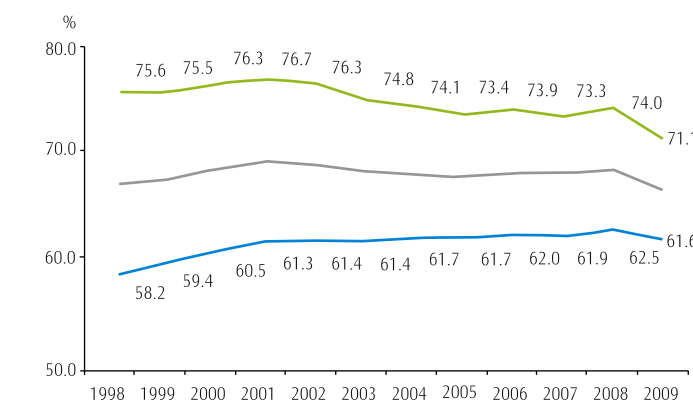
The female activity rate has increased since 1998 - 4.2 percentage points by 2009 - while the male activity rate has fallen slightly since 2002 - 2.3 percentage points by 2009.

In spite of the differential reduction between female and male activity rate, in 2009, female activity rate was 56% and the male activity rate was 68.2%.



Source: INE, Labour Force Survey.
Note: The activity rate is the ratio between the total active population and the total population aged 15 or more.

Employment Rate, 1998-2009

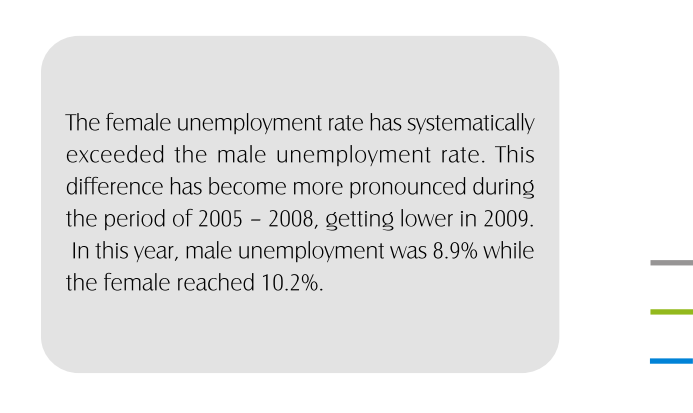


Source: INE, Labour Force Survey.

There has been a trend towards the narrowing of the gap between the female employment rate, which has increased by 3.4 percentage points between 1998 and 2009 (despite the decrease registered between 2008 and 2009), and the male employment rate, which fell by 4.5 percentage points during the same period.

In 2009, the female employment rate was 61.6% while the male employment rate was 71.1%.

Unemployment Rate, 1998-2009



The female unemployment rate has systematically exceeded the male unemployment rate. This difference has become more pronounced during the period of 2005 - 2008, getting lower in 2009. In this year, male unemployment was 8.9% while the female reached 10.2%.

Source: INE, Labour Force Survey.



Pay Gap - Wages and Earnings

Pay Gap - Wages and Earnings

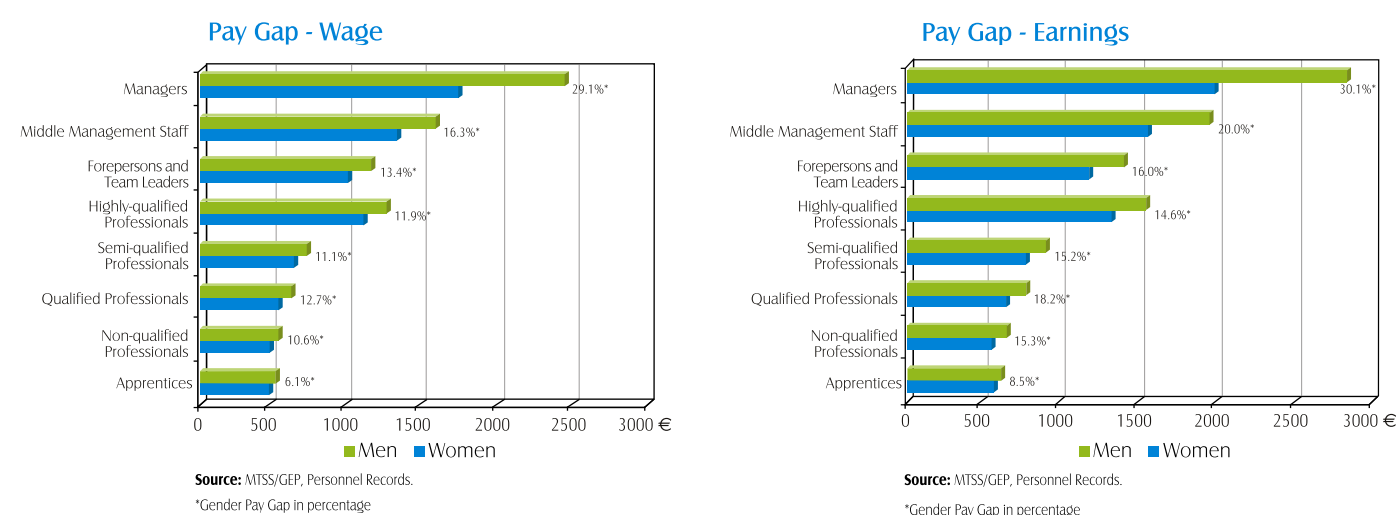
Average Monthly Basic Wage and Earnings 1995-2008 (euros)



Source: MTSS/GEP, Personnel Records.
Note: Data for 2001 is not available.

Despite the reduction of the gender pay gap noted as from 2002, in 2008 women still earned less than men. However, the gender pay gap is more pronounced when average monthly earnings are considered (which includes other salary components, regular and periodic, direct or indirect).

Pay Gap by Level of Qualification, 2008 (euros)



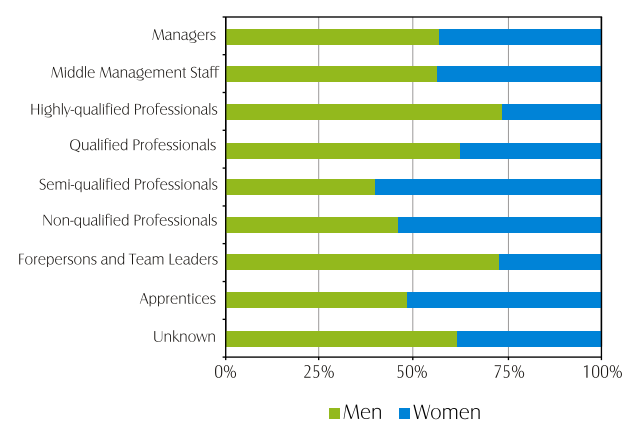
The gender pay gap is greater the higher the level of qualification. This gap is particularly stressed in the managers' category, in which women earn 29.1% less than men, in terms of average basic wage, and 30.1% less in terms of earnings.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



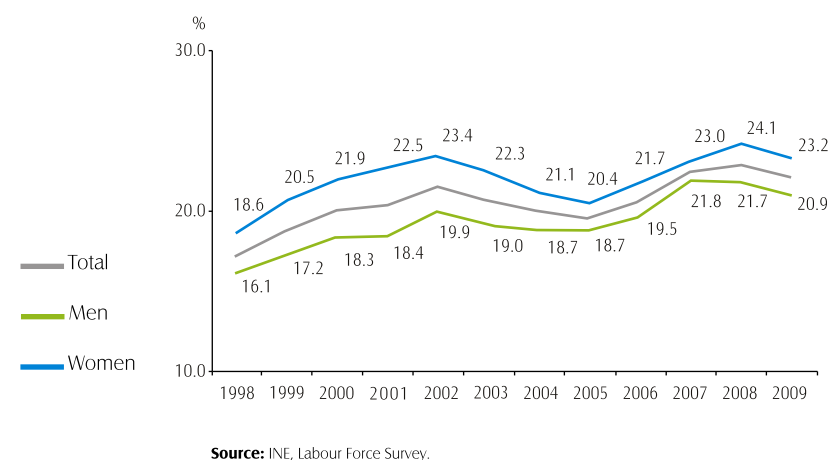
Employees According to Level of Qualification, 2008



Women predominate at lower qualification levels. Most management and executive-level positions are occupied by men. In 2008, women accounted for only 43.2% of managers, 44.2% of middle management staff and 27.4% of forepersons and team leaders.

Source: MTSS/GEP, Personnel Records.

Employed Population with a Non-Permanent Contract, 1998-2009



Source: INE, Labour Force Survey.

The relative weight of non-permanent contracts fell between 2002 and 2005, and this decline was more stressed among women.

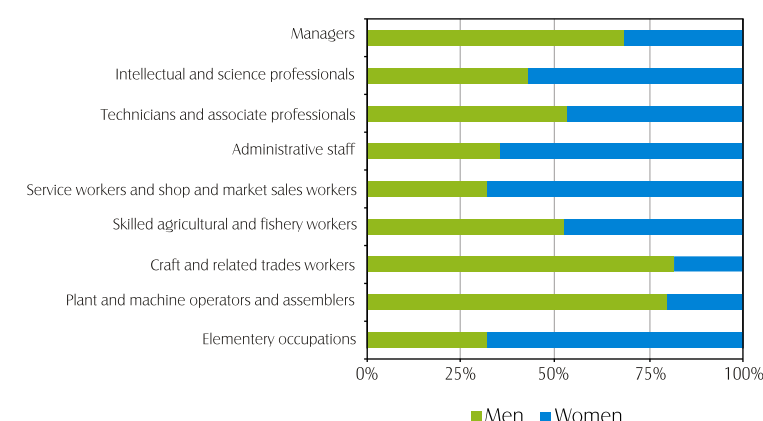
Nevertheless, women are still most affected by precarious employment.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



Employed Population by Occupation, 2009

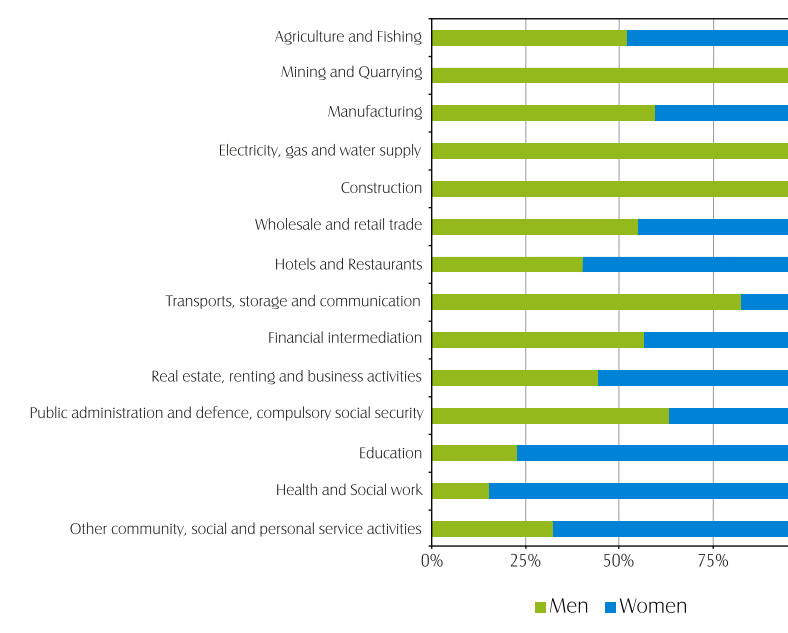


Occupations related to industrial production, i.e. craft and related trade workers (81.6%) and plant and machine operators (80%), are mostly occupied by men.

The same is also true for managers (68.6%). However, women predominate among service workers and sales workers (68.1%) as well as among administrative staff (64.4%) and intellectual and science professionals (56.8%).

Source: INE, Labour Force Survey.

Employed Population by Economic Activity, 2009



Source: INE, Labour Force Survey.

Women clearly predominate in health and social work (84.6%), education (77.3%) and hotels and restaurants (59.8%) sectors.

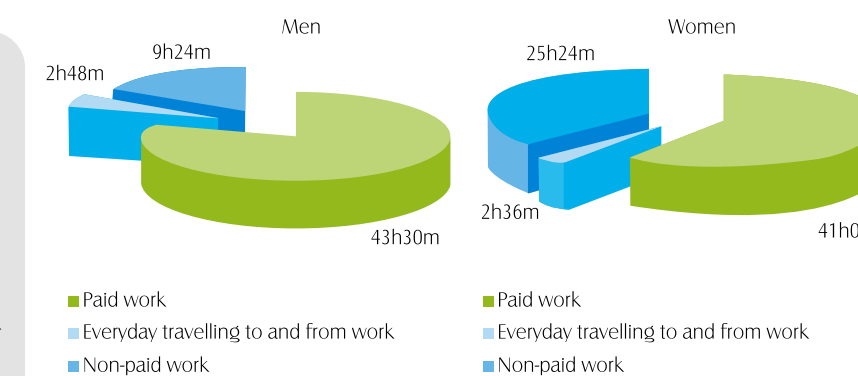
On the other hand, the more male-dominated activities are construction (94.7%), mining and quarrying (91.7%), transport, storage and communications (82.3%), and electricity, gas and water supply (77.2%).

Unpaid Work - Housework and Parenthood

Unpaid Work - Housework and Parenthood



Average Duration of the Various Forms of Work



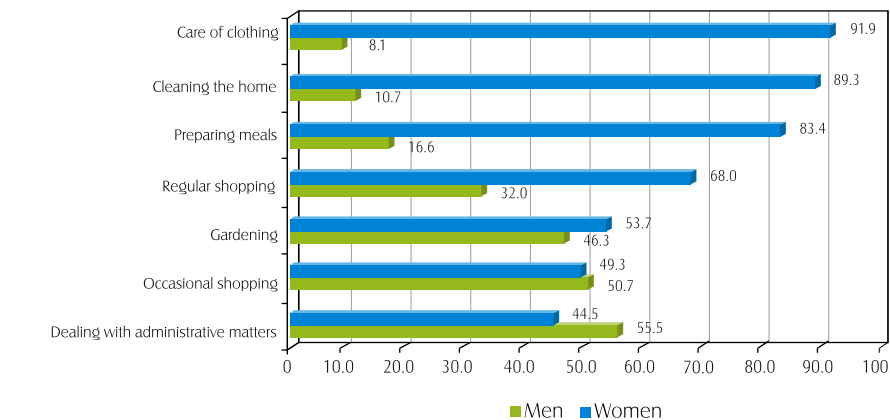
On average, employed men devote 2 more hours and 24 minutes, each week, to paid work than women with employment.

However, employed women devote 16 more hours than employed men to housework and the provision of care to the family, throughout the week.

The average duration of the various forms of work (including the everyday travelling to and from work) is clearly superior for women, with a differential which surpasses more than 13 hours, each week.

Source: Internal calculations based on Eurofound's Fourth European Work Conditions Survey, 2005.

Who Does the Housework?

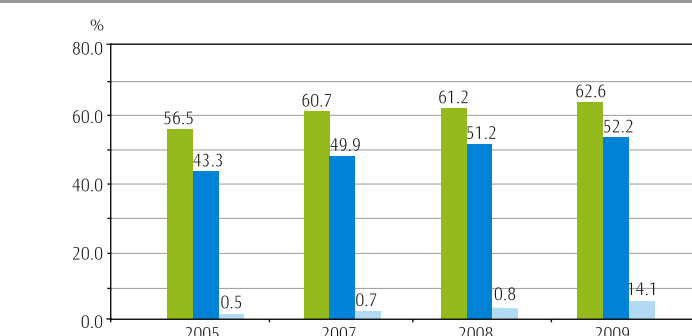


Source: INE, Time Occupation Survey, 1999.

Women usually prepare meals, clean the house, and care for clothing.

More than half of all men always, or frequently, deal with administrative matters (insurance, taxes, banks, bills, etc.).

Developments in the Use of Parental Leave, 2005-2009



In 2009, there was a substantial increase of fathers who shared parental leave with mothers. In the same year, 62.6% of men who were fathers have enjoyed the 10 days of compulsory leave and 52.2% used the optional 10 days exclusive of the father.

Source: MTSS