



Moral and Sexual Harassment in the Work Place

Oslo Study tour 1st – 3rd October 2014

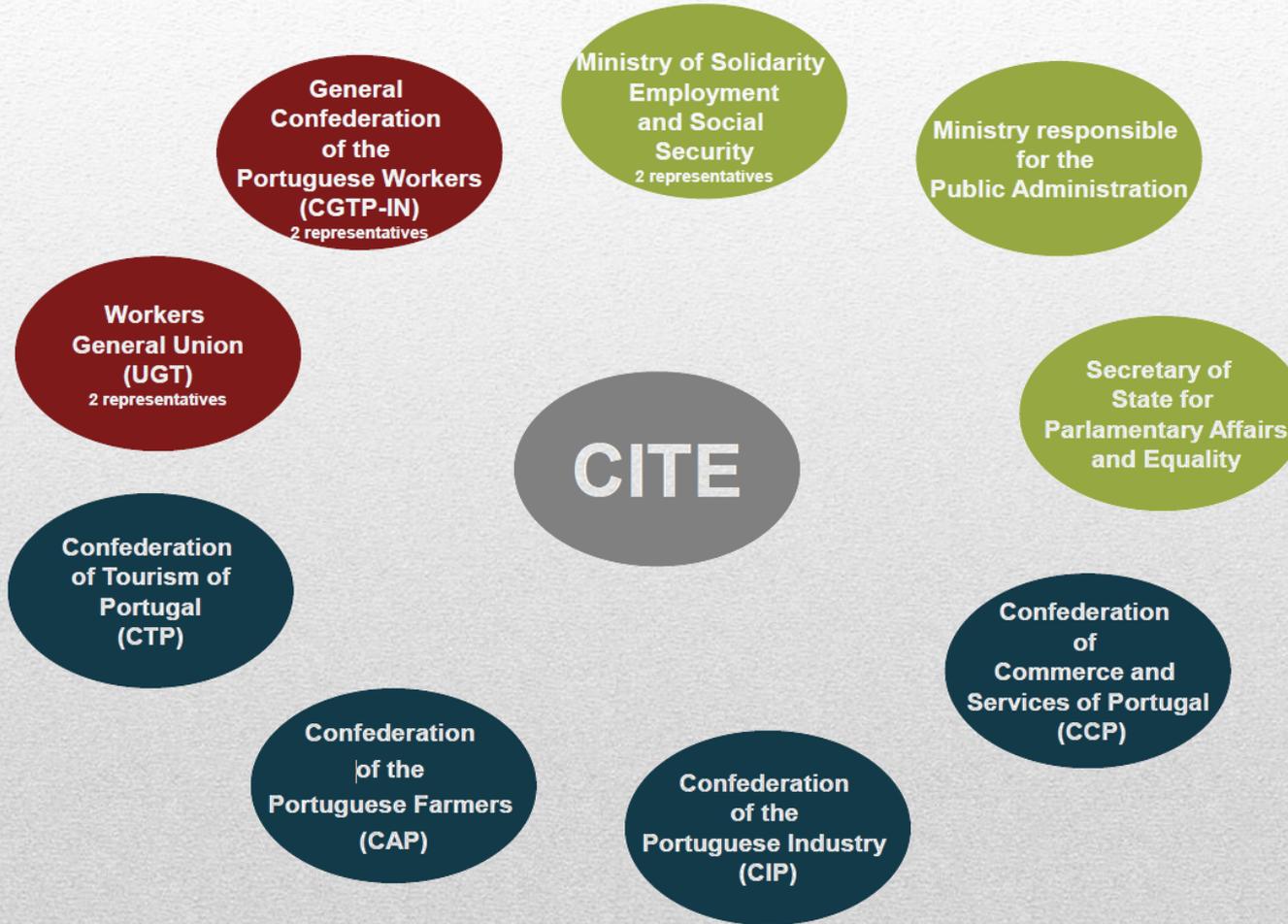


Gender Equality: Status and challenges in Portugal

Commission for Equality in Labour and Employment

- **CITE was created in 1979;**
- **CITE is the National Mechanism for gender equality in labour and employment;**
- **CITE comes under the authority of the Ministry of Solidarity, Employment and Social Security, in articulation with the government member in charge with gender equality;**
- **CITE has a tripartite composition, with 4 representatives of the Portuguese Public Administration and of the Social Partners – 4 of Trade Unions and 4 of Employers Confederations.**

MEMBERS OF CITE



The Mission of CITE

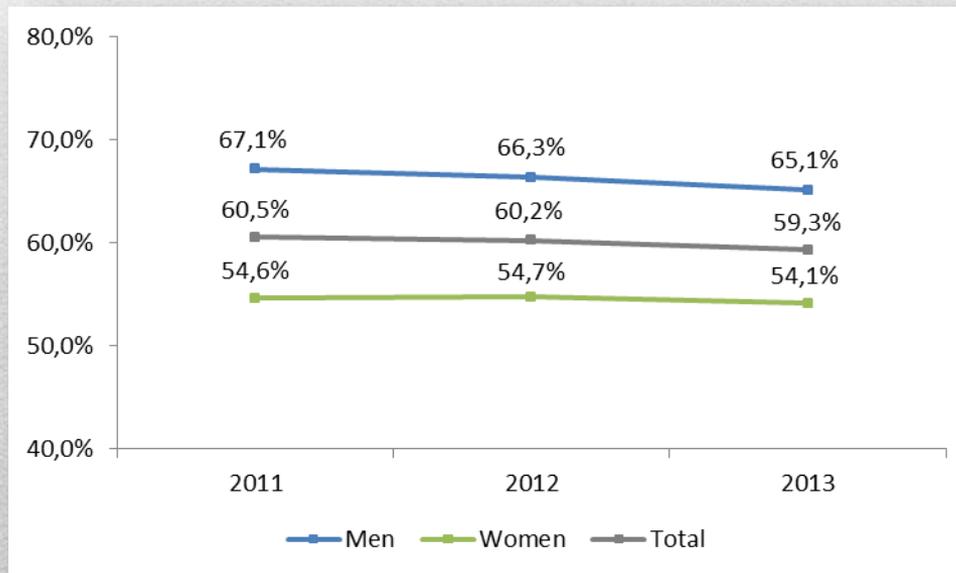
- Pursue **equality and non discrimination between men and women in labour, employment and vocational training;**
- Collaborate in the implementation of legal provisions and conventions in this field, as well as those concerning **the protection of parenthood;**
- **Reconciliation between professional, family and personal life** in the private, public and cooperative sectors.

Gender Equality Status in the Labour Market

Activity, Employment and Unemployment

The activity rate (total population aged 15 and more) in Portugal stood at 59.3% in 2013 and it was 54.1% for women and 65.1% for men, creating a differential of around 11% between men and women.

Activity rate in Portugal (total population aged 15 and more), by sex, 2011- 2013



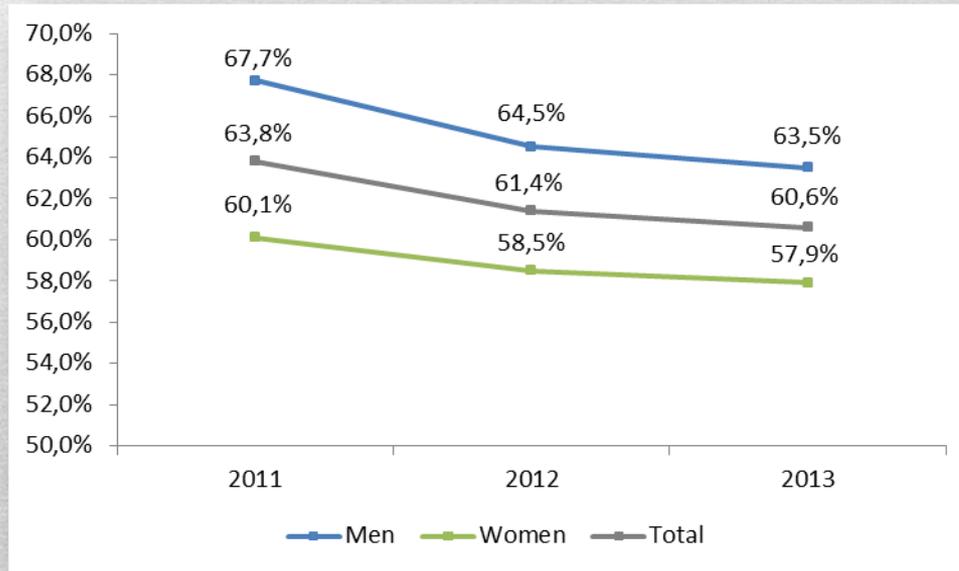
Source: INE, Labour Force Survey

The employment rate (15-64 years old) stood at 60.6% in 2013 (57.9% for women and 63.5% for men) and decreased compared to 2012 (-0.8%).

The decrease was -1.0 % for men and -0.6 % for women, which resulted in a narrowing gap between the sexes, from 6.0% in 2012 to 5.6% in 2013.

Activity, **Employment** and Unemployment

Employment rate (people aged between 15 and 64 years old) in Portugal, by sex, 2011-2013

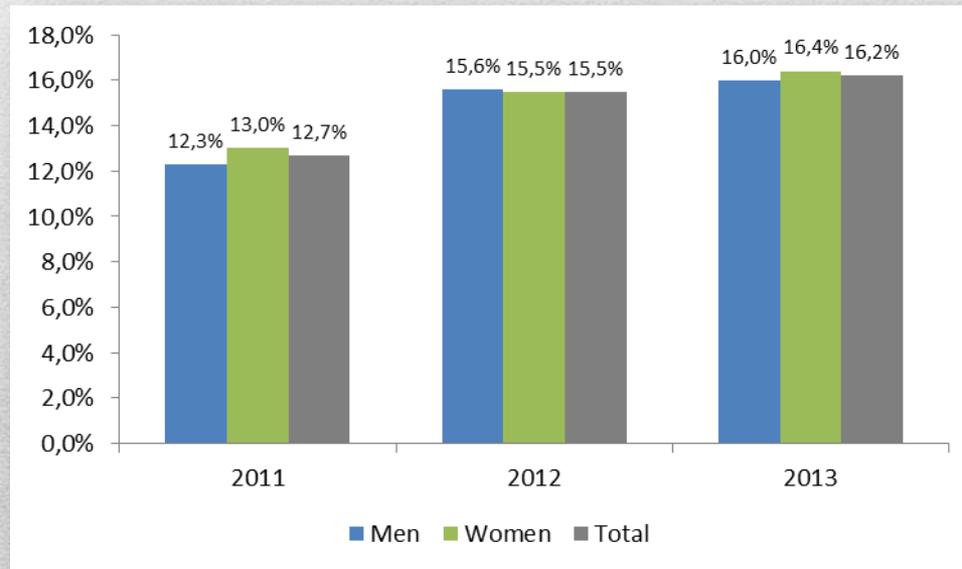


Source: INE, Labour Force Survey

The unemployment rate in Portugal in 2013 was higher than the EU 28 average. This is verified, either considering the total, or by analyzing the unemployment rate for men (+4.3%) and the unemployment rate for women (+4.8%).

Activity, Employment and Unemployment

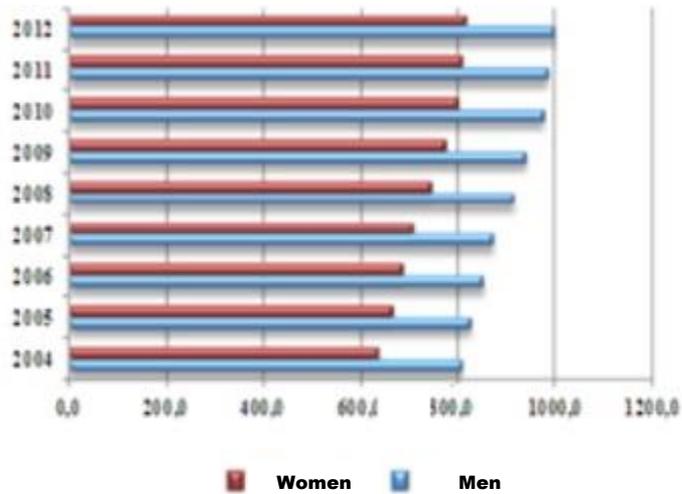
Unemployment rate (population aged 15 and more) in Portugal, by sex, 2011-2013



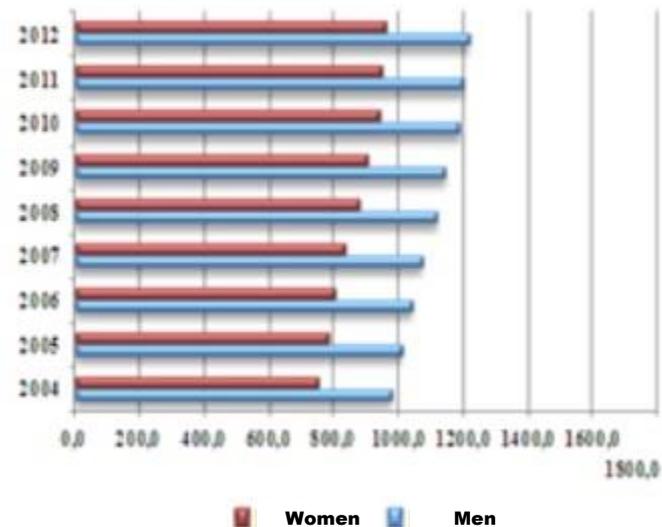
Source: INE, Labour Force Survey

Pay Gap – Wages and Earnings 2004-2012

Wages (€)



Earnings (€)



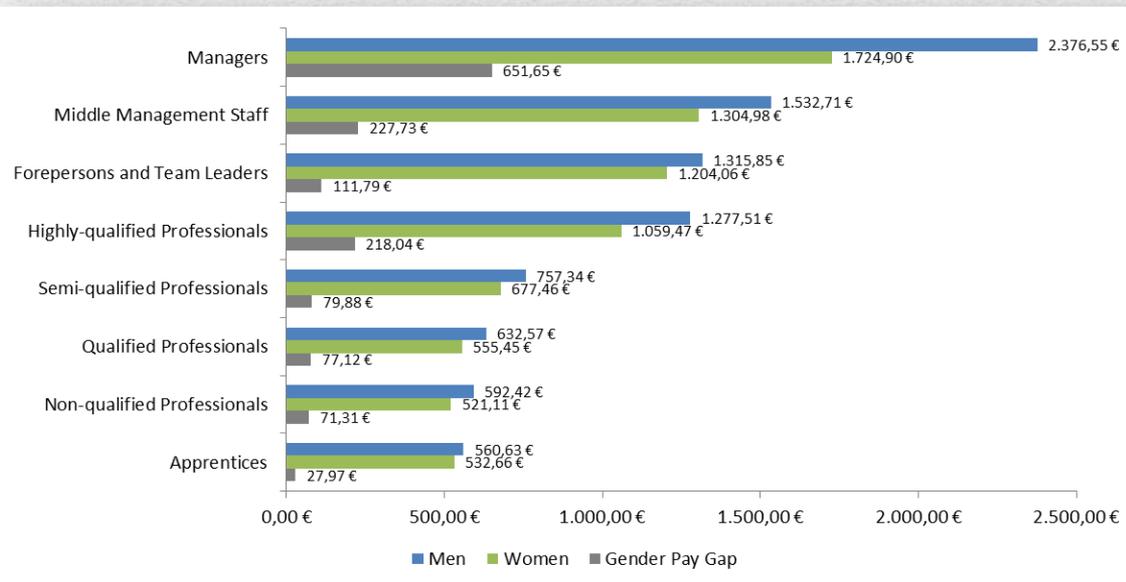
source: MEE/GEE Personnel Records

The wage gap between women and men is greater the higher the level of qualification is.

This Gap is particularly marked in the category of Managers where women earn 72.6% of the average monthly wage of men and 71.4% of the average monthly earnings.

Pay Gap – Wages and Earnings

Pay Gap by level of qualification, 2012 – **Wages**



Source: MSSS/GEP, Personnel Records

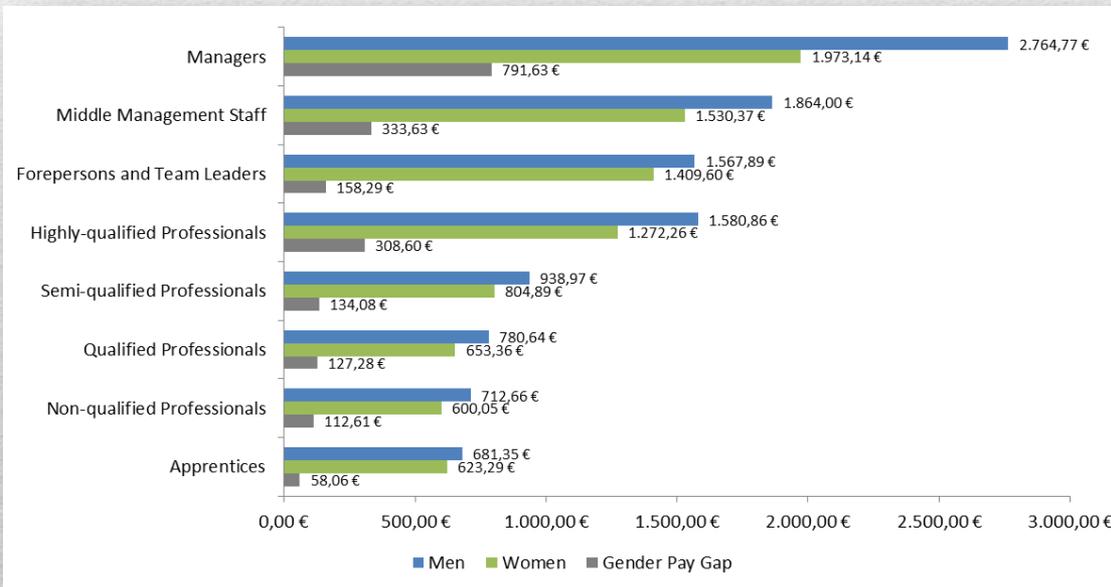
Note: Data concerning Continental Portugal

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Pay Gap – Wages and Earnings

Pay Gap by level of qualification, 2012 – *Earnings*



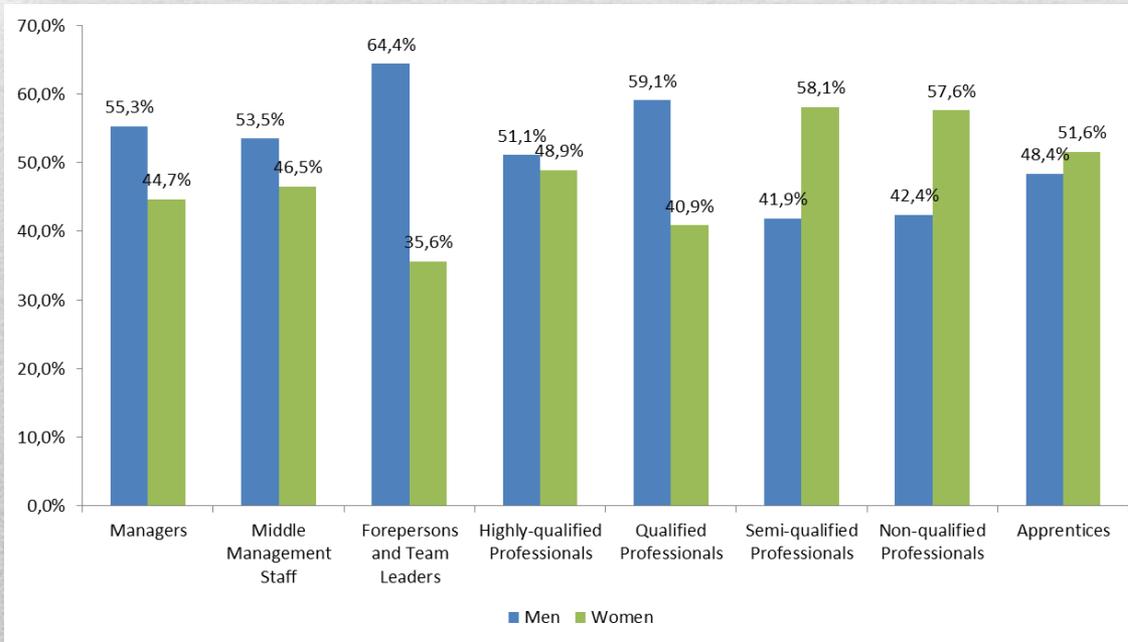
Source: MSSS/GEP, Personnel Records

Note: Data concerning Continental Portugal

Despite the fact that women have higher levels of qualification are the categories that correspond to a low level of qualification those that have a higher feminization rate.

Activities, Levels of Qualification and Occupations

Employees according to the level of qualification - 2012

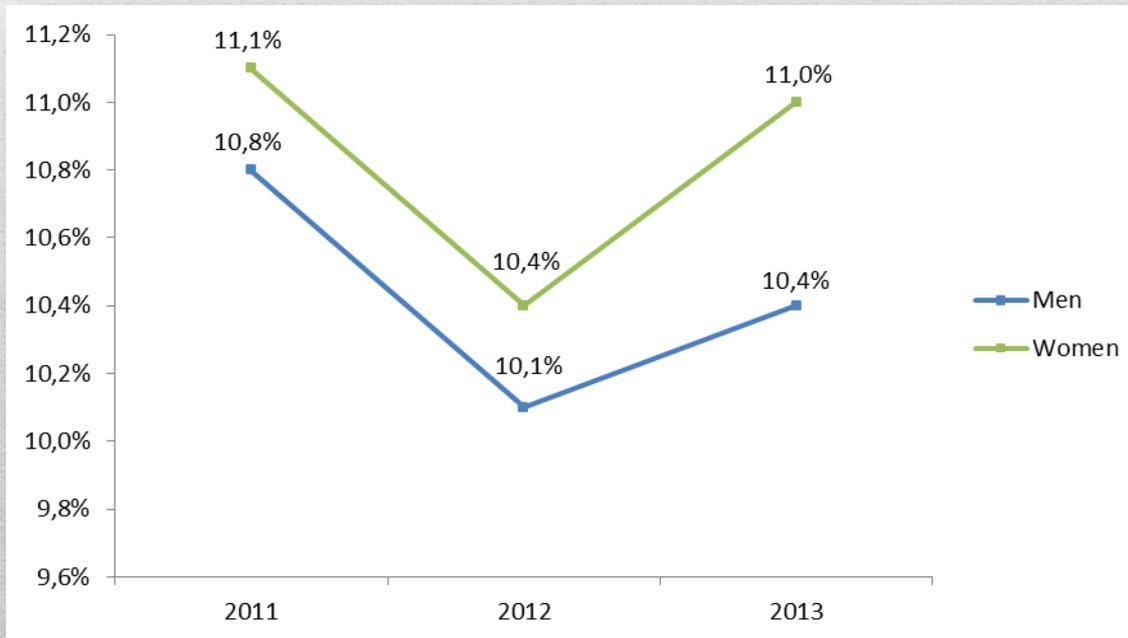


Source: MTSS/GEP, Personnel Records

Although the difference is not very significant, women continue to be more represented among workers with non-permanent work contracts.

Activities, Levels of Qualification and Occupations

Employed population with a Non-Permanent Contract, 2011-2013

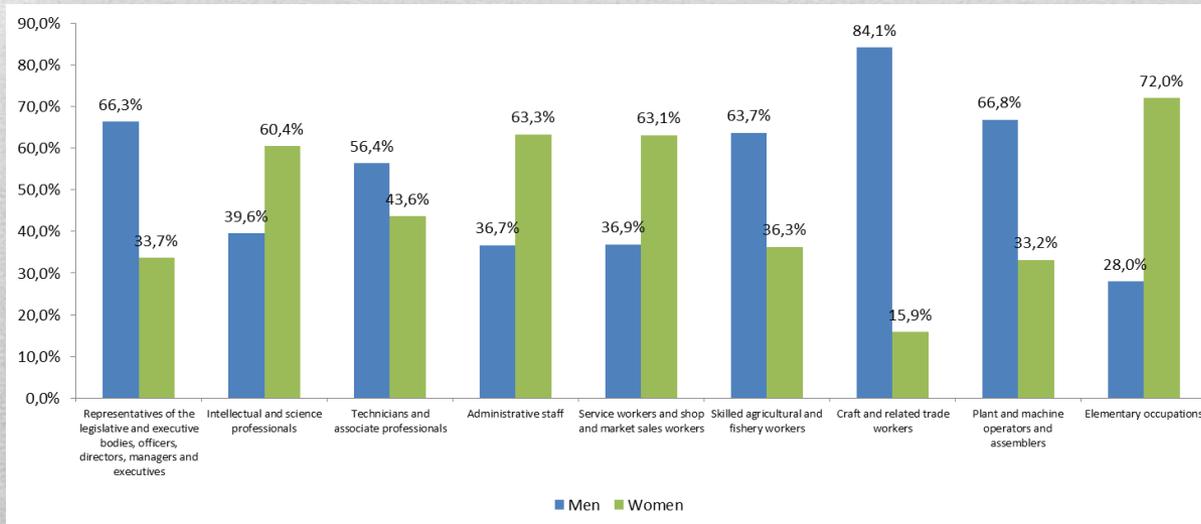


Source: INE, La bour Force Survey

The qualifications of women are not yet fully reflected in their occupations. The occupations related to the group of *Elementary occupations* (72.0%), *Administrative staff* (63.3%) and to the group of *Service workers and shop and market sales workers* (63.1%) are those where women are more represented. Women, however, are also more represented on the group of *Intellectual and science professionals* (60.4%).

Activities, Levels of Qualification and Occupations

Employed Population (aged 15 and more) by occupation (CPP-10) and sex - 2013



Source: INE, Labour Force Survey

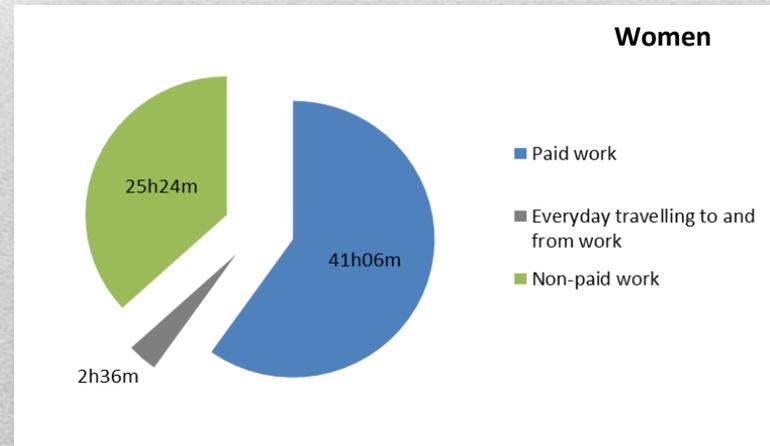
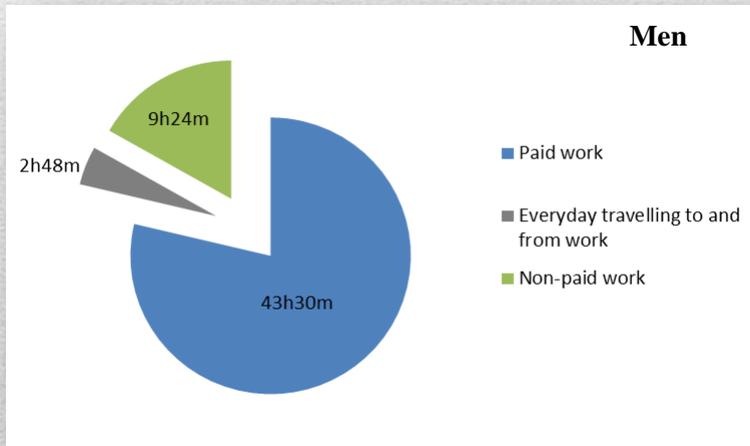
On average, employed men devote 2 more hours and 24 minutes, each week, to paid work than women with employment.

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.

Unpaid Work – Housework and Parenthood

Average duration of the various forms of work



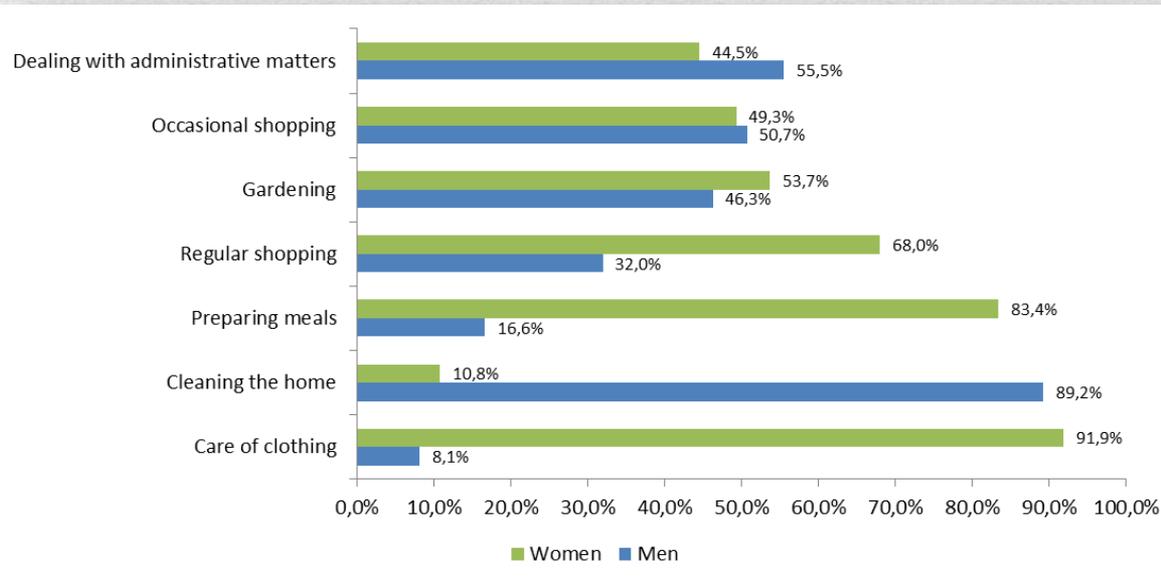
Source: Internal calculations based on Eurofound's, Fourth European work Conditions Survey, 2005

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.).

Unpaid Work – Housework and Parenthood

Performance of household duties, by sex

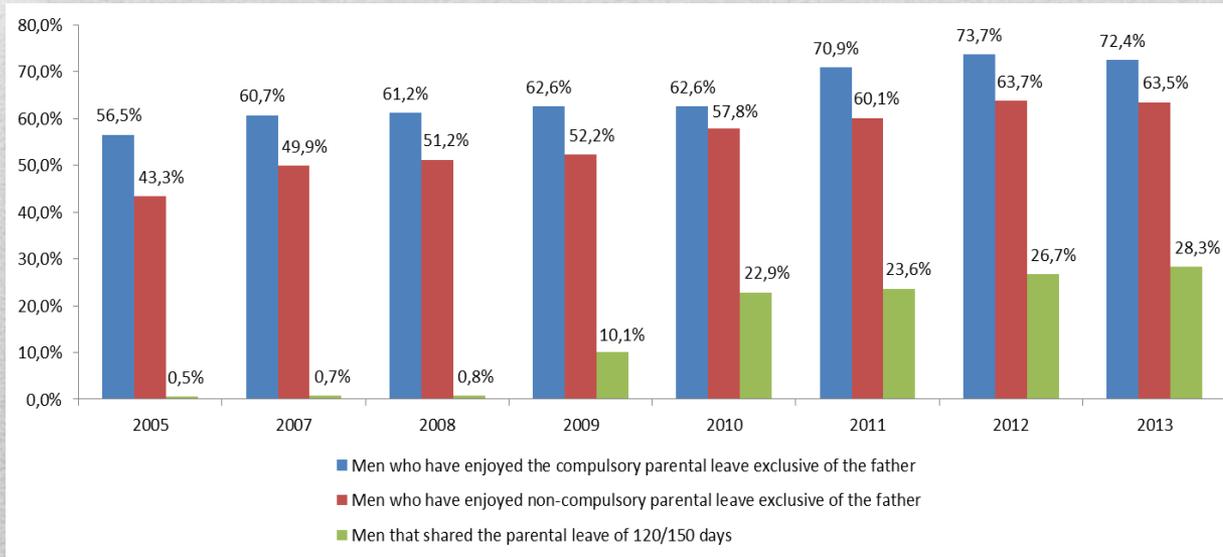


Source: INE, Time Occupation Survey, 1999

In recent years there has been a development in the use of parental leaves, by increasing the use of parental leaves exclusive of the father and the parental leave shared between mother and father. The percentage of men that shared the parental leave of 120/150 days has increased from 0.5% in 2005 to 28.3% in 2013.

Unpaid Work – Housework and Parenthood

Developments in the use of Parental Leave, 2005-2013 – (% in the total of women's leaves)



Source: II, IP

Complaints received by CITE on Gender Discrimination

	2009	2010	2011	2012	2013	2014	Total
Parenthood							
Maternity	21	26	21	13	11	5	97
Paternity	5	2	3	1	0	0	11
Adoption	0	0	0	0	0	0	0
Grandparents	0	0	0	0	0	0	0
Total - Parenthood	26	28	24	14	11	5	108
Equality and Non-discrimination based on sex							
Sexual Harassment	1	4	1	2	3	0	11
Moral Harassment	1	4	0	6	3	2	16
Sexual and Moral Harassment	0	1	0	1	2	0	4
Working Conditions	6	12	30	20	17	3	88
Gender Pay Gap	0	0	2	1	2	1	6
Discrimination in access to Employment	0	2	10	4	0	0	16
Total - Equality and Non-discrimination	8	23	43	34	27	6	141
Work-Life Balance							
Flexitime Work	7	14	23	26	52	19	141
Part-Time Work	0	0	0	0	1	2	3
Other forms of work time arrangements	4	2	15	4	29	17	71
Total - Work-Life Balance	11	16	38	30	82	38	215
Infringement of proceedings – article 144 Labour Code							
	47	41	4	7	8	0	107
Infringement of proceedings – article 63 Labour Code							
	6	12	5	5	15	2	45
Outside CITE's Competence							
Changed to Information Request	5	3	5	9	11	6	39
Still under consideration	0	0	0	0	13	83	96
Total	104	127	121	100	170	140	762

**Legal opinion regarding violation of the legal provisions on equality and non-discrimination
 (2009-2013)**

	2009	2010	2011	2012	2013	Total
Legal opinion regarding violation of the legal provisions on equality and non-discrimination	150	159	231	265	336	1141



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THANK YOU

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CENTRO DE ESTUDOS JUDICIÁRIOS



Instituto Superior de Ciências Sociais e Políticas
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