

PROJECT SEXUAL AND MORAL HARASSMENT IN THE WORKPLACE

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Social and Economic Equality – An introduction to the situation in Portugal



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To portrait social and economic equality in Portugal we must assess four main dimensions:

Portugal on the move | Structural conditions and changes

- Key figures
- Poverty and the importance of welfare and social transfers
- Welfare state – late development and lack of resources
- Education – contrasting generation and a fast move
- Family – relevant changes

Objective living conditions | Economic losses heighten social risks

- Employment
- Unemployment
- Income

Portugal on the move |

Structural conditions

Structural conditions and change

War and welfare

During the golden era of economic and welfare expansion in Europe, Portuguese colonial war (1961-1974) dominated the political, economical and social landscape of the country.

After the 1974 revolution

Under democracy and Europeanization an expanding social protection system gradually took form and became institutionalised - specially from 1995 on.

Late development welfare state' s consequences:

- the needs and expectations boosted by democracy pushed for the expansion of social rights and higher levels of social protection.
- “late and compressed” modernization has been especially “difficult”: from welfare expansion to an era of market-oriented ideological dominance with low economic growth and budgetary pressures began.
- The global crisis of 2008-on has only reinforced these trends with “permanent austerity”.

- Present Key Figures

Portugal key figures

		Year	Portugal	EU (28 countries)
Population		2013	10 487 289	505 665 739
Population by age classes	15–24	2013	10.7 %	11.5 %
	25–49		35.4 %	35.0 %
	50–64		19.8 % p	19.7 %
GDP per capita in PPS (Purchasing Power Standards) 1		2012	76	100
Total expenditure on social protection (% of GDP) 2		2011	26.5 % p	29.0 % p
Unemployment rate 3		2013	16.5 %	10.8 %
Unemployment rate of population aged under 25 years		2013	37.7 %	23.4 %
At risk of poverty rate 5		2012	17.9 %	17.0 % e

p Eurostat provisional value.

e Estimated.

1 Gross domestic product (GDP) is a measure of economic activity. It is defined as the value of all goods and services produced less the value of any goods or services used in their creation. The volume index of GDP per capita in Purchasing Power Standards (PPS) is expressed in relation to the European Union (EU-27) average set to equal 100. If the index of a country is higher than 100, this country's level of GDP per head is higher than the EU average and vice versa.

2 Expenditure on social protection contains: benefits, which consist of transfers, in cash or in kind to households and individuals to relieve them of the burden of a defined set of risks or needs.

3 Unemployment rates represent unemployed persons as a percentage of the labour force. Unemployed persons comprise persons aged 15 to 74 who were: (a) without work during the reference week; (b) currently available for work; (c) actively seeking work.

4 Situation of penal institutions on 1 September, 2012.

5 Share of persons aged 0+ with an equivalent disposable income below the at-risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income (after social transfers).

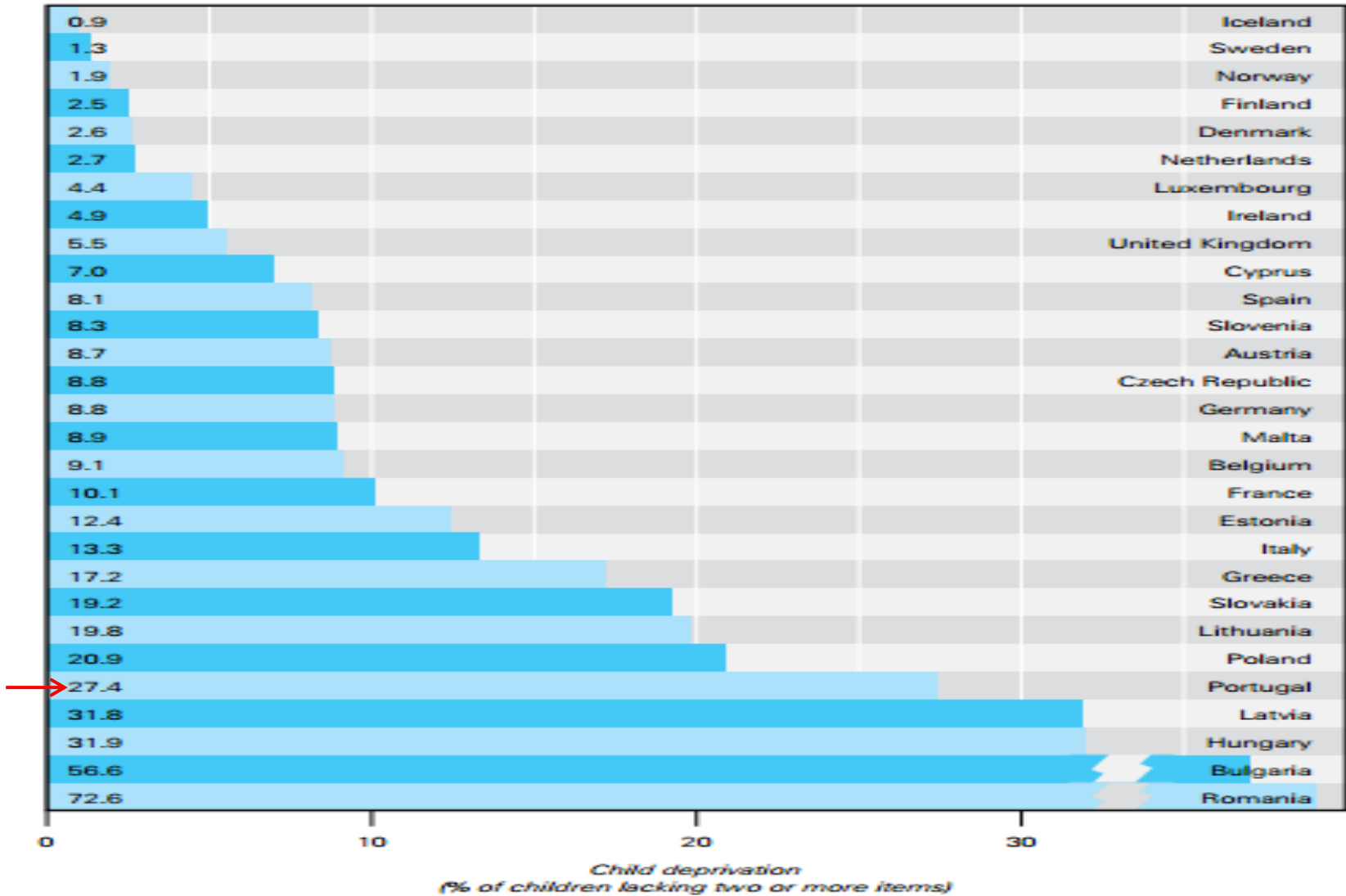
Poverty

Portugal has one of the highest **child poverty rate: 17%**. OECD countries average is about 12% 8 (Source: OECD report "Doing better for families")

But data from other sources, namely the EU SILK, reveals that **children under deprivation** in Portugal may attain **27,4%** , as we can see in the next slide.

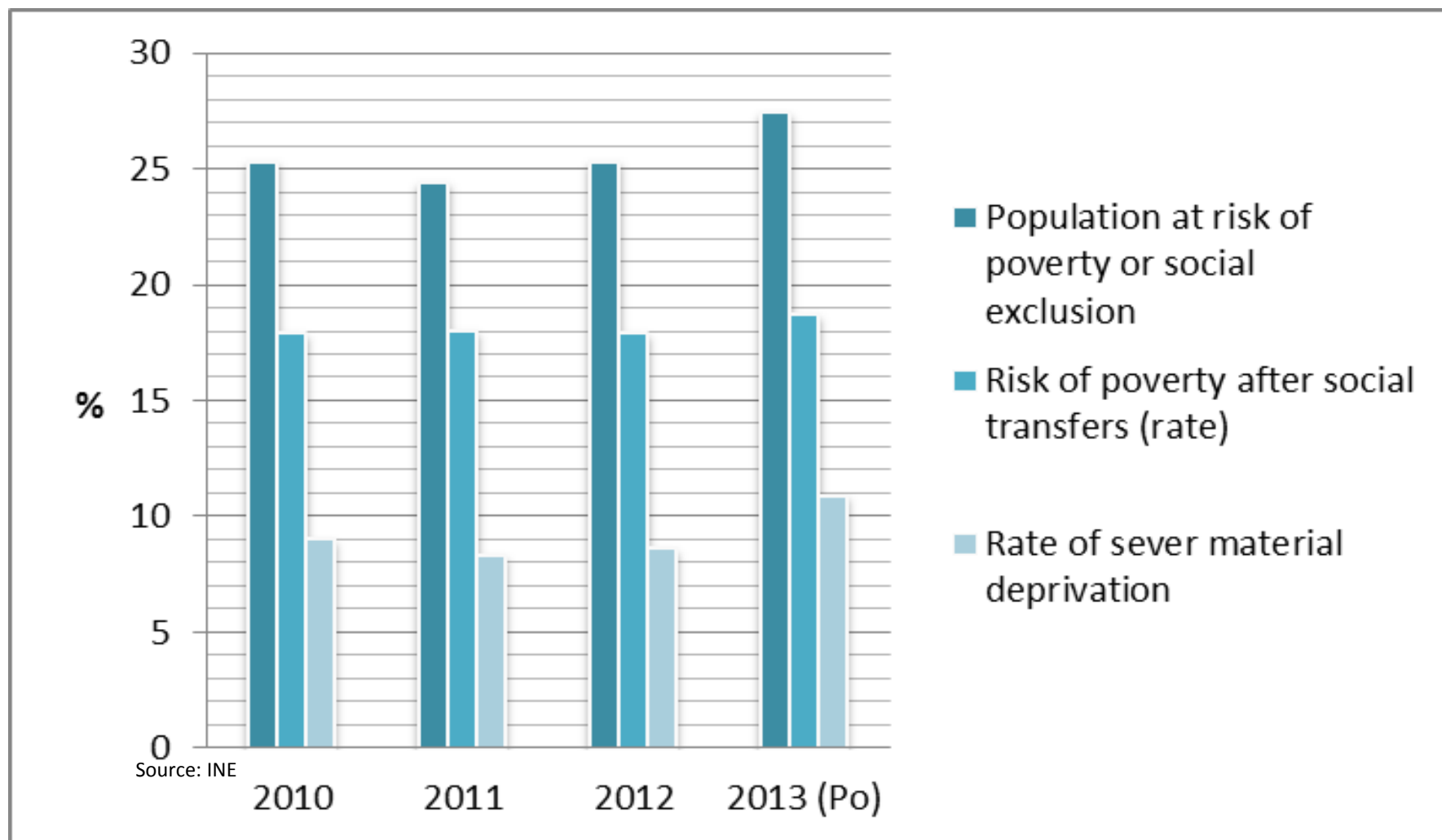
Child poverty affects mostly children living in female single parent families.

CHILD POVERTY

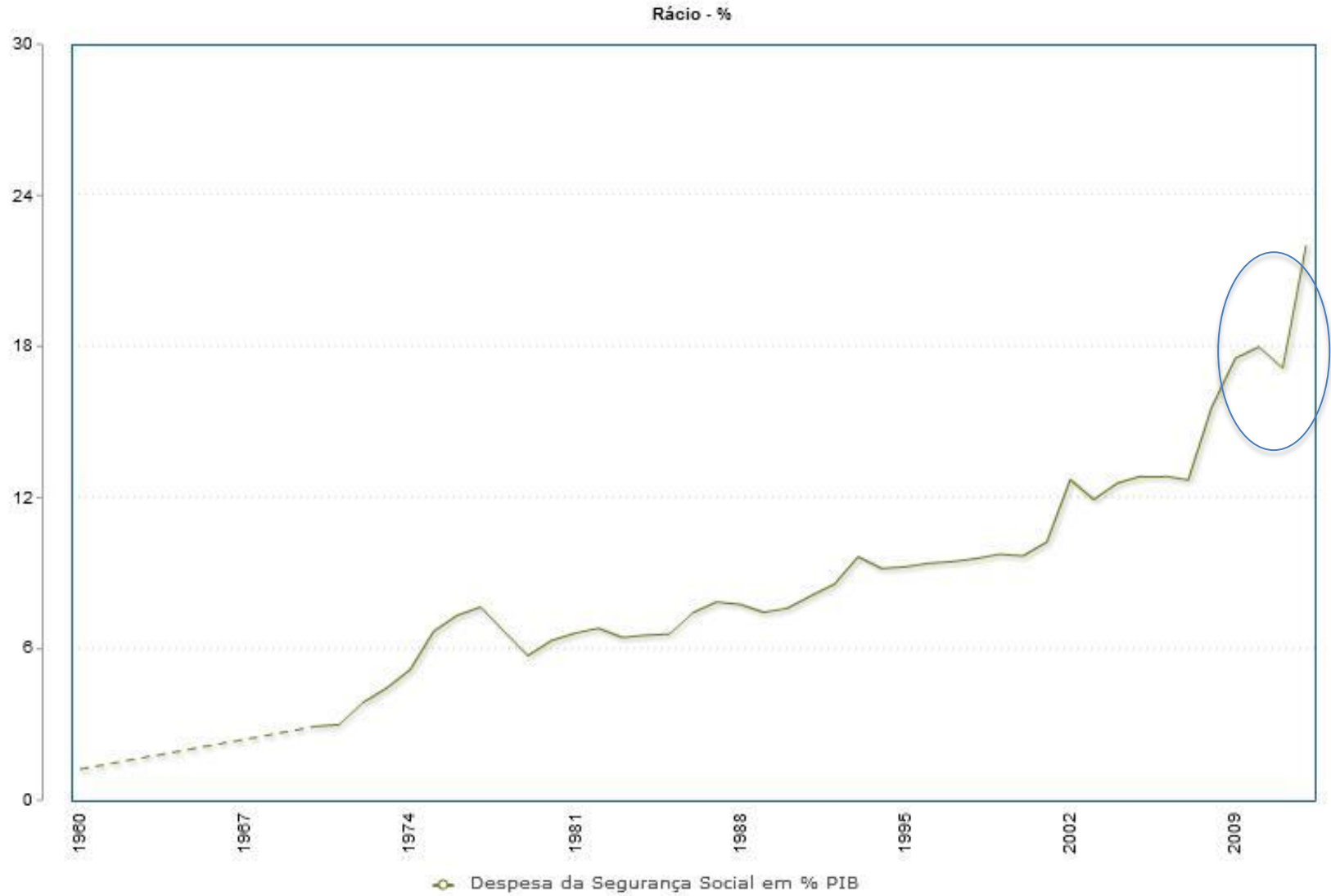


Note: Data refer to children aged 1 to 16.
Source: Calculations based on EU-SILC 2009.

Poverty risk in Portugal and the importance of social transfers



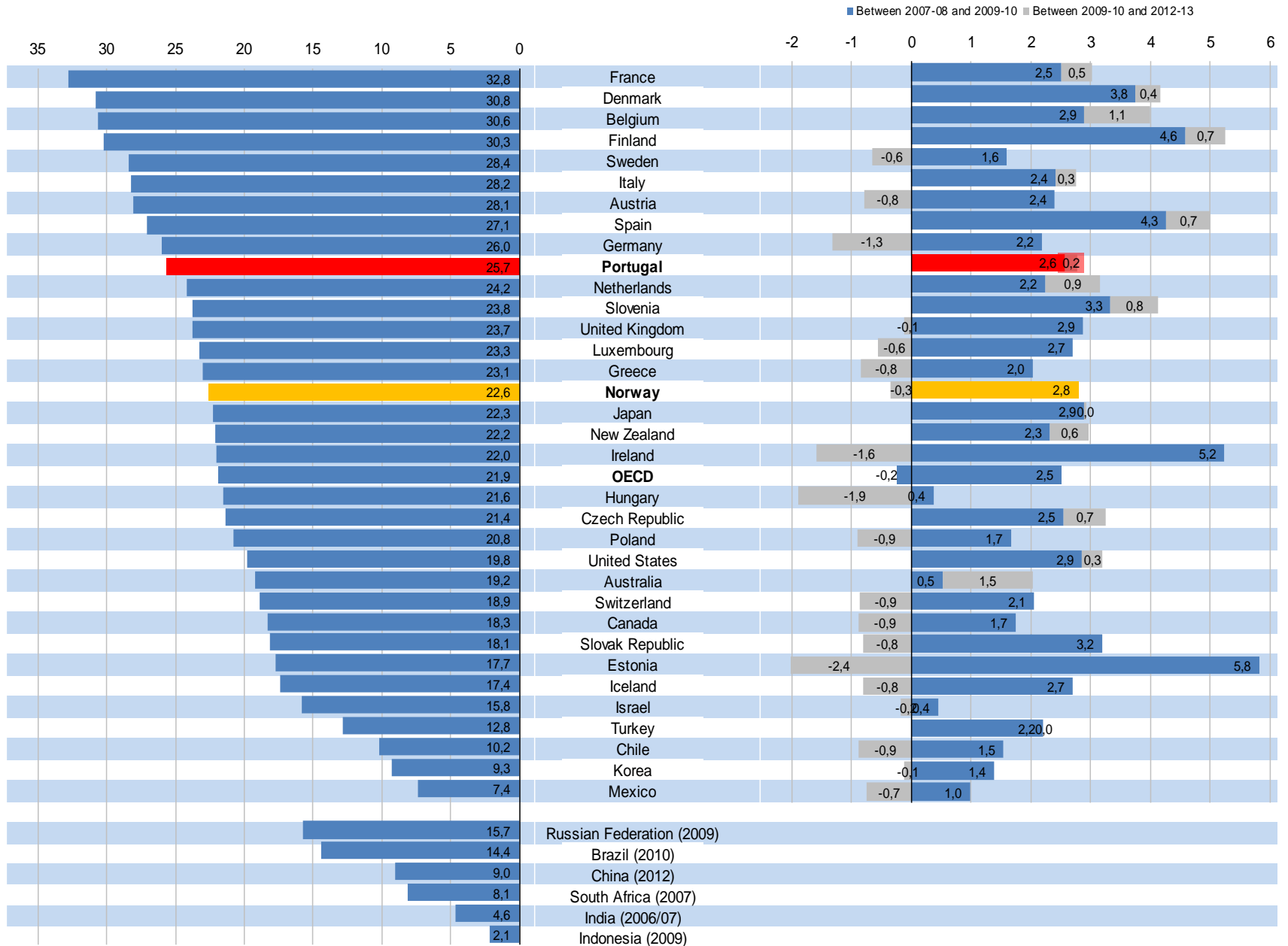
Evolution of Social Security Expenditure in % GDP (1960-2012)



Fontes/Entidades: INE-BP, IGFSS/MSSS, PORDATA

Public social expenditure in percentage of GDP, 2012-13

Percentage point change



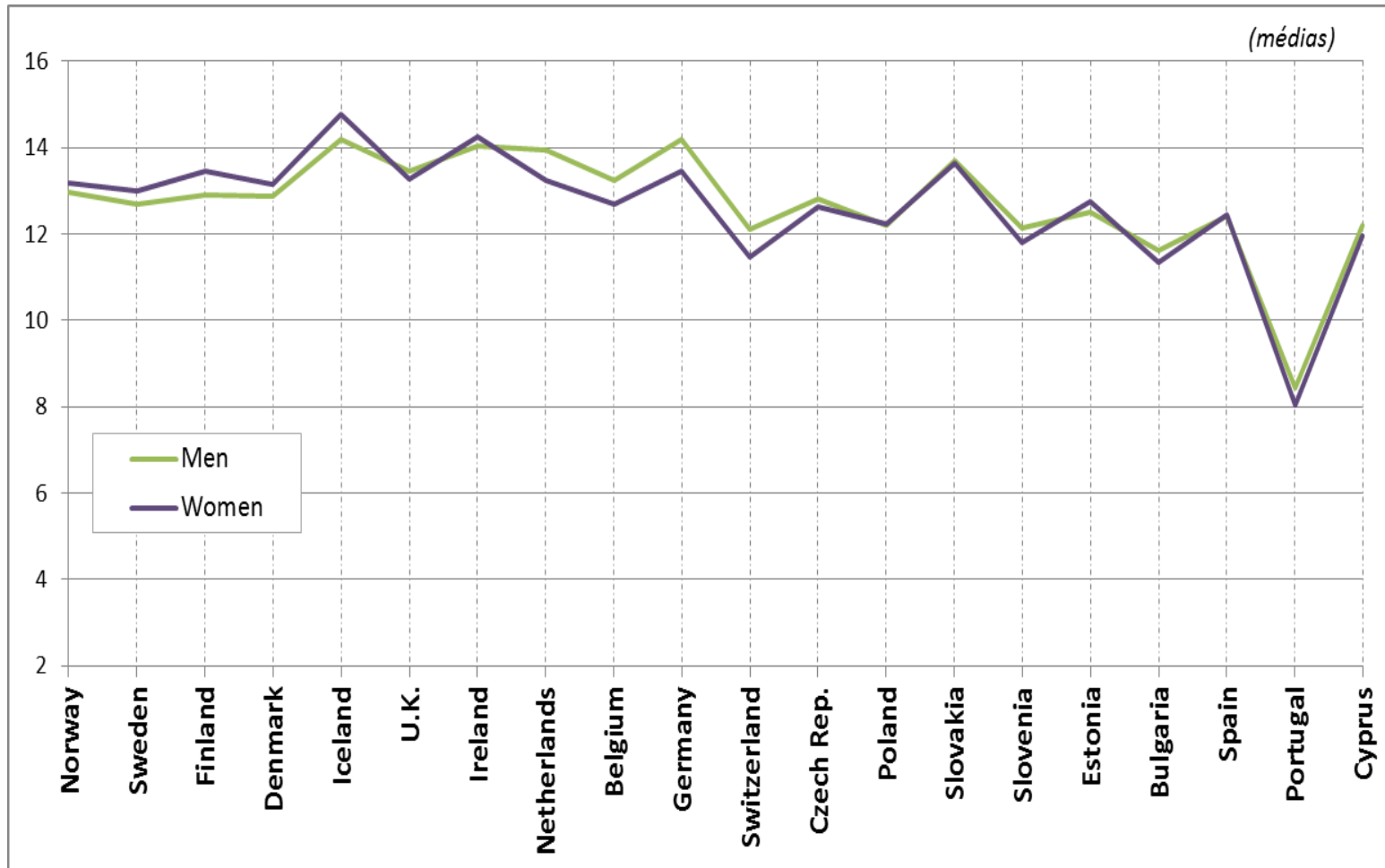
In short

- Social transfers are essential to decrease poverty;
- Social expenditure increased tremendously after 2009, and especially after 2011 when the country was “rescued”;
- In spite of the cuts on benefits, on public sector salaries and pensions, costs with unemployment benefits and on interest rates did not have the effect of decreasing the public debt.
- Austerity is not having the foreseen positive results.

Education | contrasting generations and a fast
move

Years of completed education

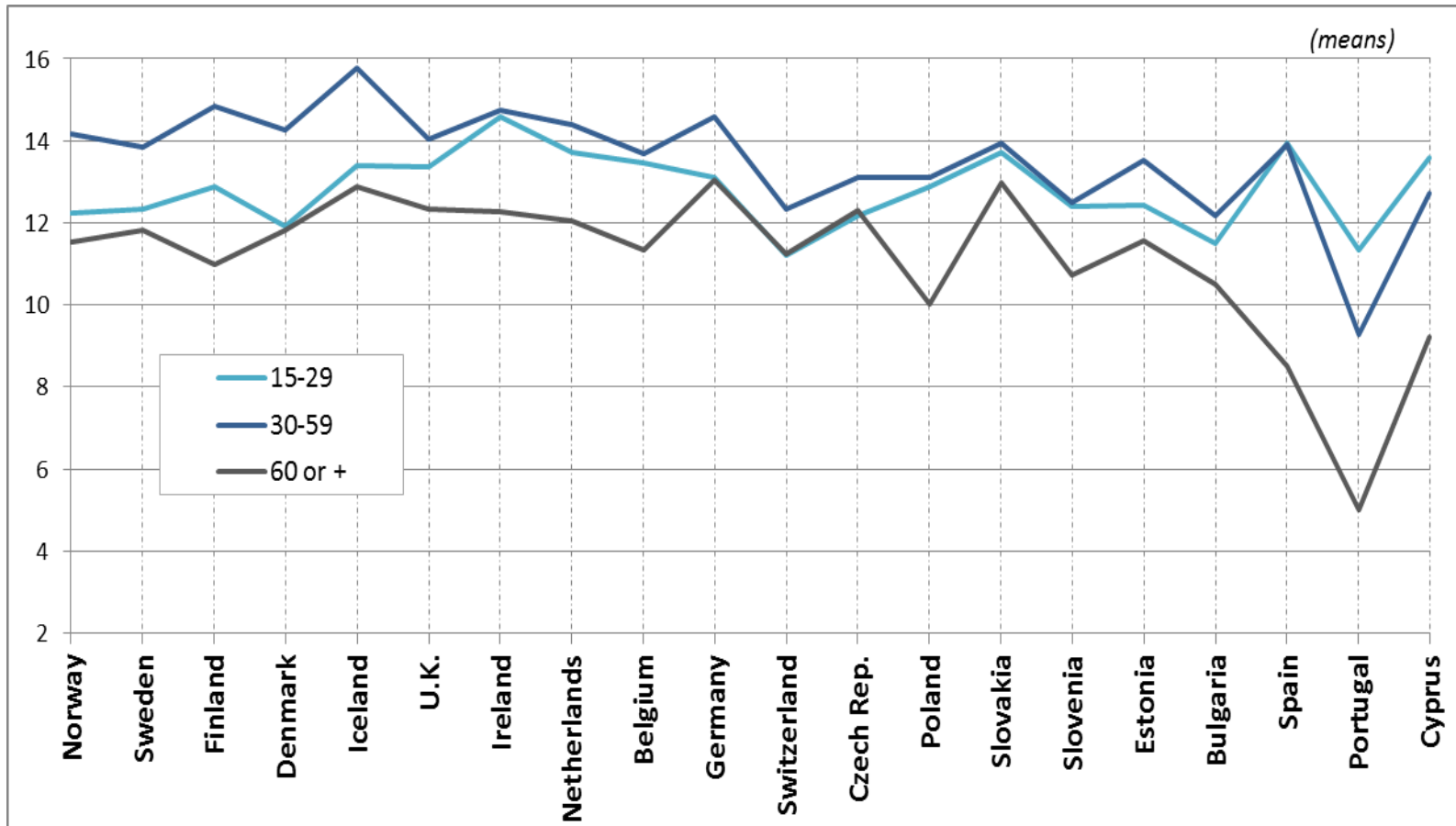
By country and sex



Source: European Social Survey (ESS) 2012

Years of completed education

By country and age



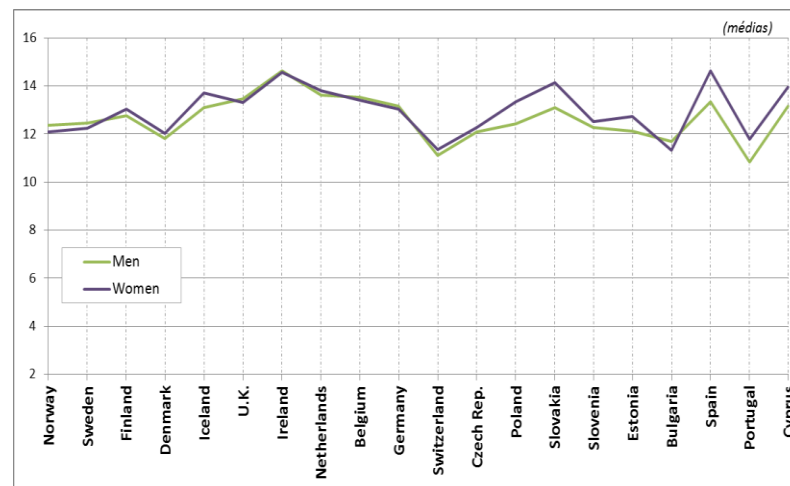
Source: European Social Survey (ESS) 2012

Years of completed education

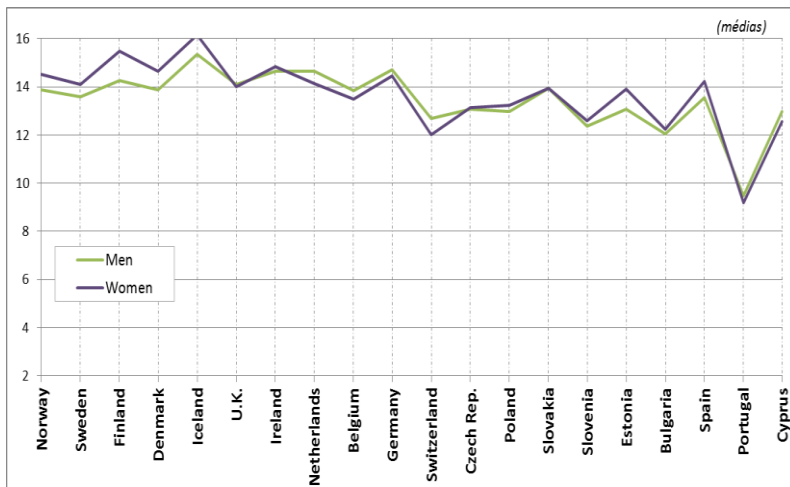
Contrasting generations:

- The number of years completed education have significantly improved (about 6 years).
- Strongly contrasting with the older generation, women (15-29) are more qualified than men: more years of completed education.

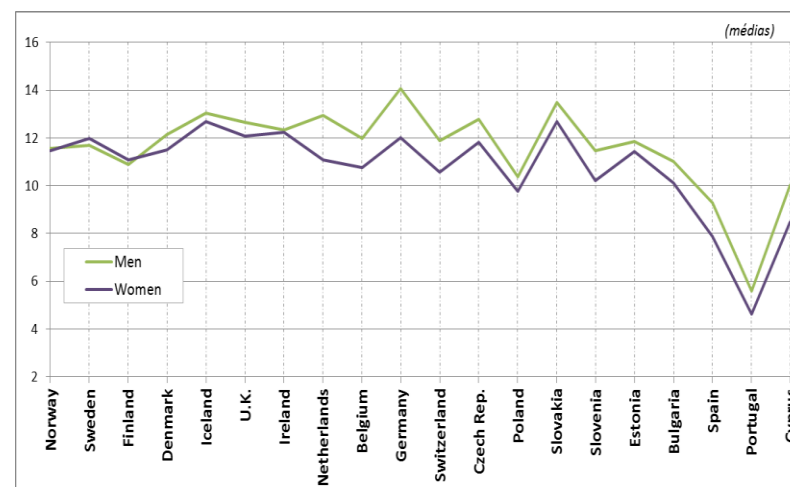
By country, age and sex: 15-29



By country, age and sex: 30 - 59



By country, age and sex: + 60



Education | contrasting generations and a fast move

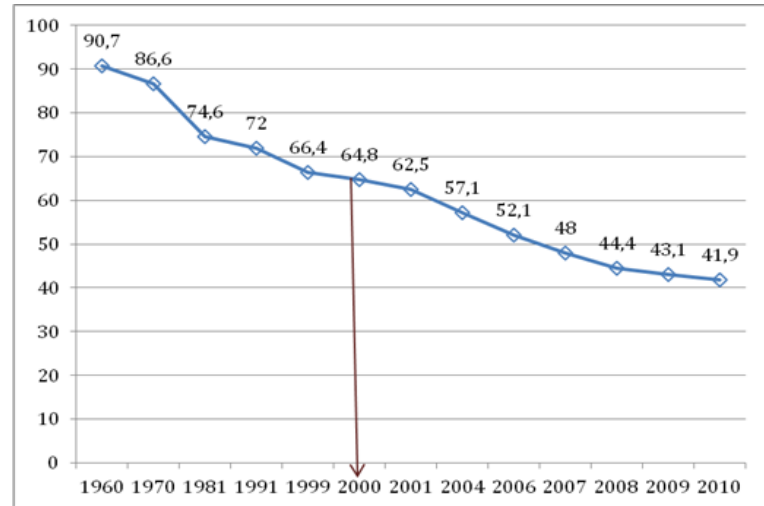
- Portugal has the lower level of education among European countries (years of completed education).
- But it shows also an outstanding improvement of level of education between generations. It is the European country where the growth is the highest, showing that public money invested in education was well spent:
 - 6 years of difference between the oldest and the youngest while the average in other countries is 2 or 3 years.
 - Youth (15-29) have about 12 years of completed education (almost like the average in Europe).

Family | relevant changes

A younger generation and the effects of education, democratization and Europeanization (cosmopolitanism):

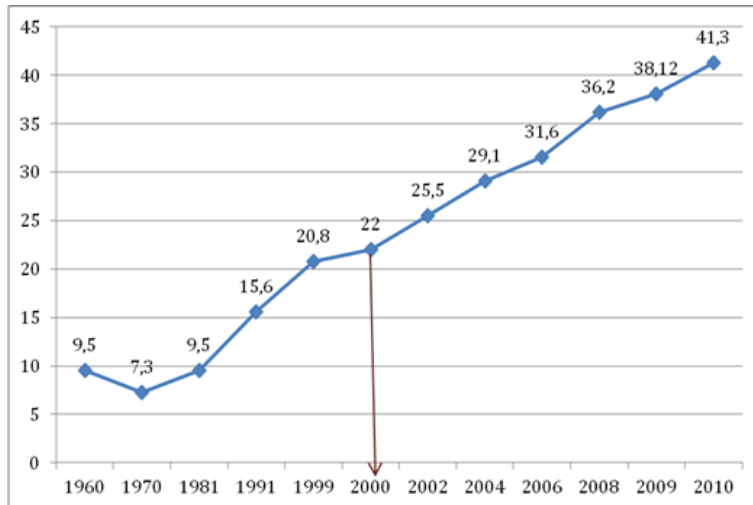
- More educated.
- Brought up in a more open and non-traditional environment, following the 1974 democratic revolution and the Europeanization process.
- **A different approach to marriage, cohabitating or having children.**

Catholic marriage in Portugal (1960-2010) (%)



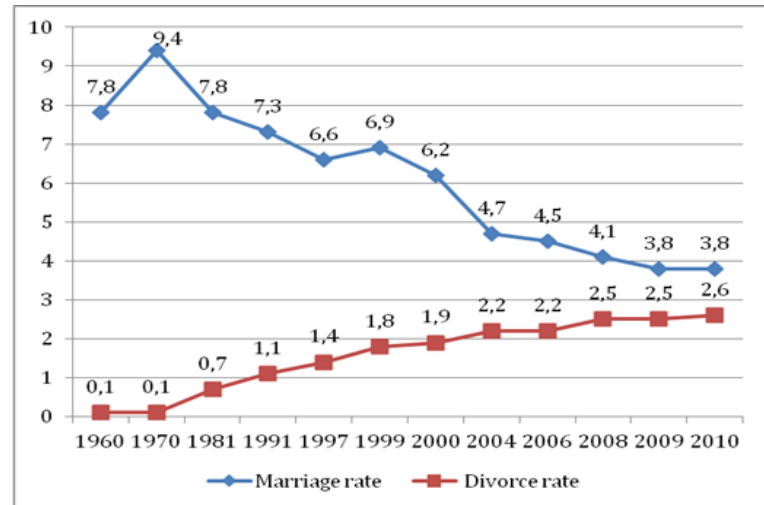
Source: Estatísticas Demográficas, INE, 1960-2010

Children born out of the wedlock Portugal (1960-2010) (%)



Source: Estatísticas Demográficas, INE, 1960-2010

Marriage* and Divorce Rate* *in Portugal (1960-2010) ‰



Source: Estatísticas Demográficas, INE, 1960-2010

*Crude Divorce rate: Number of divorces /average population

**Crude Marriage rate: Number of marriages/average population

Objective living conditions |

Economic losses heighten social risks

- Besides the structural features identified, the Recession continues (in Portugal and in other European countries) to cast a particularly **long shadow on workers and their families:**
- In the worst-affected countries (eg: Portugal), **labour income** – households' most important income source – **keeps on falling.**
- In the majority of the countries, the recovery has not yet translated into significant improvements in labour market conditions: **employment continues to fall and unemployment have risen.**

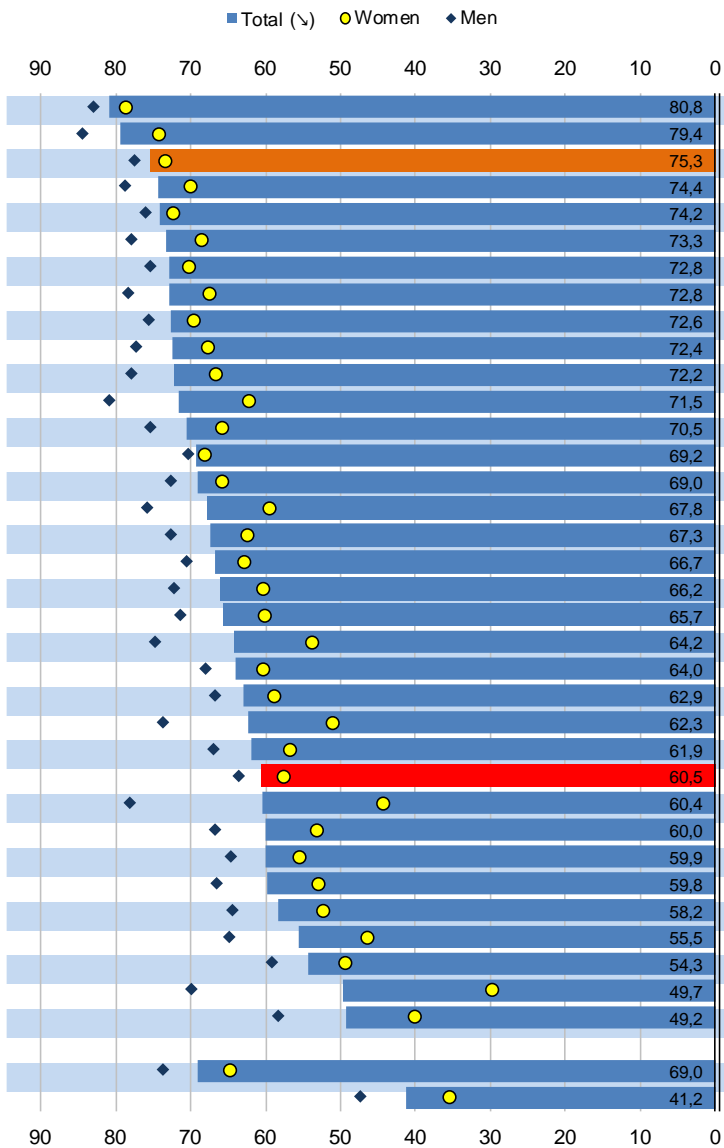
Employment | Portugal in the European context

European trend to employment fall.

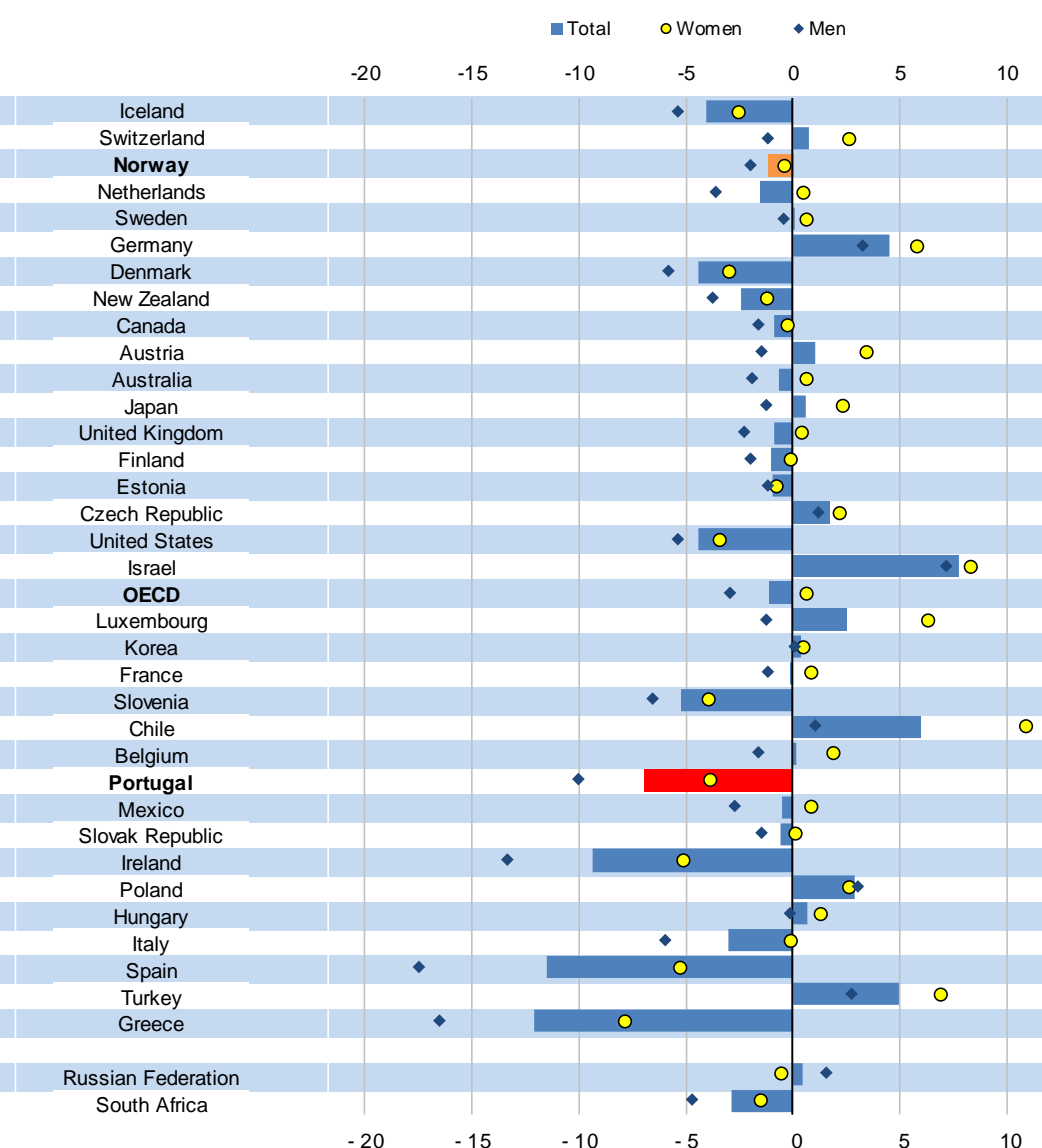
Employment fall in Portugal and gender differences (2007-2012):

- Men = -10 percentage points
- Women = -3,9 percentage points

Employment rate, aged 15-64, total and by gender, Q2 2013 (%)



Percentage point change in employment rate between 2007 and Q2 2013



Unemployment | the economic crisis has had a strong impact on unemployment rates

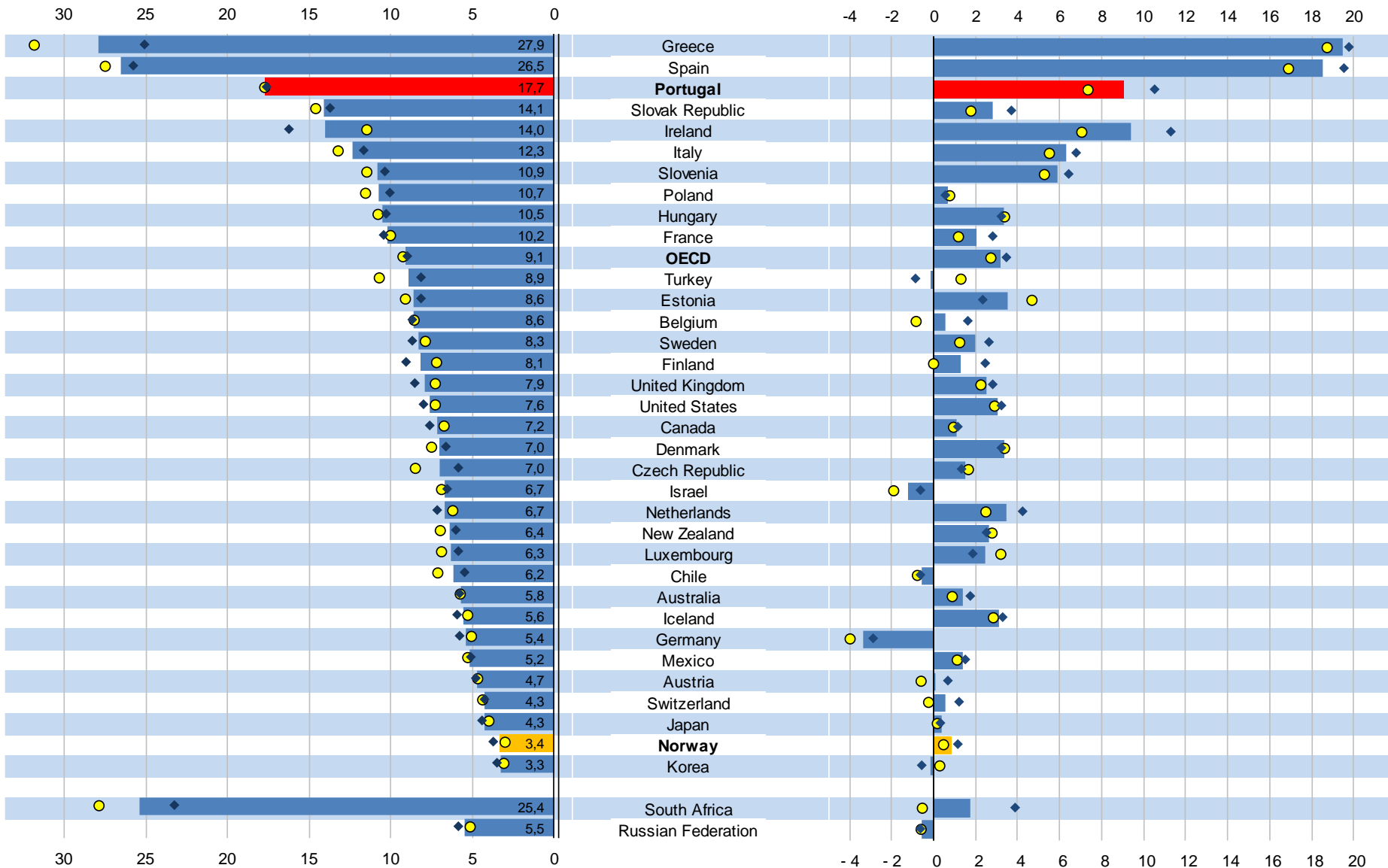
- Greece and Spain were hit particularly hard: an increase of above 18 percentage points.
- Increases of more than 5 percentage points in: Ireland, Italy, **Portugal** and Slovenia. **Portugal** has de third higher unemployment rate just after Greece and Spain.
- In Portugal, unemployment equally affects women and men. Looking at the variation of unemployment rate 2007-2012 in Portugal, **unemployment increased more among men than among women** (due mainly to the loss of jobs in construction and building sector).

Unemployment in percentage of labour force, aged 15-64, Total and by gender, Q2 2013 (%)

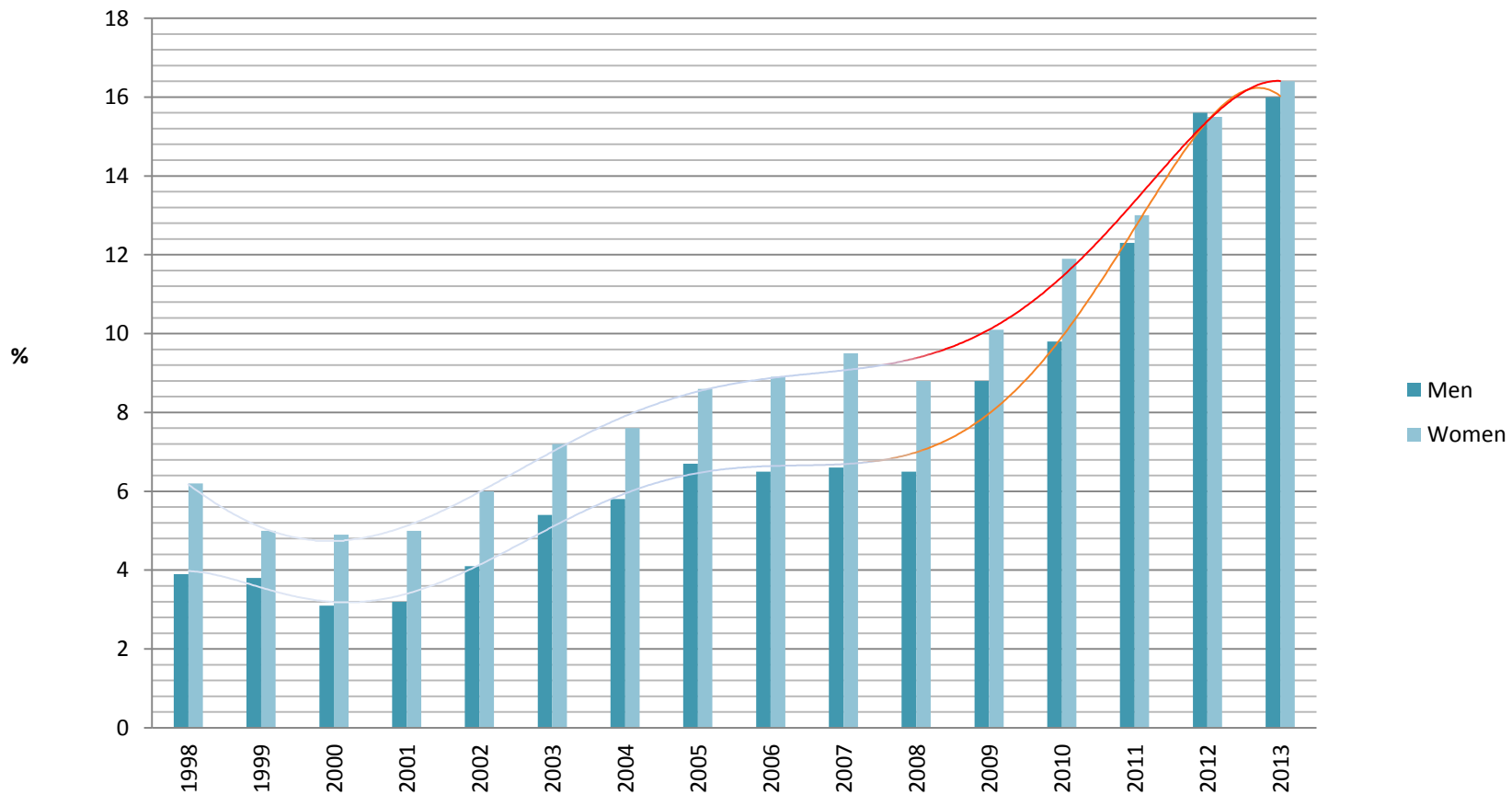
Percentage point change in unemployment rate between 2007 and Q2 2013

■ Total (↘) ● Women ◆ Men

■ Total ● Women ◆ Men



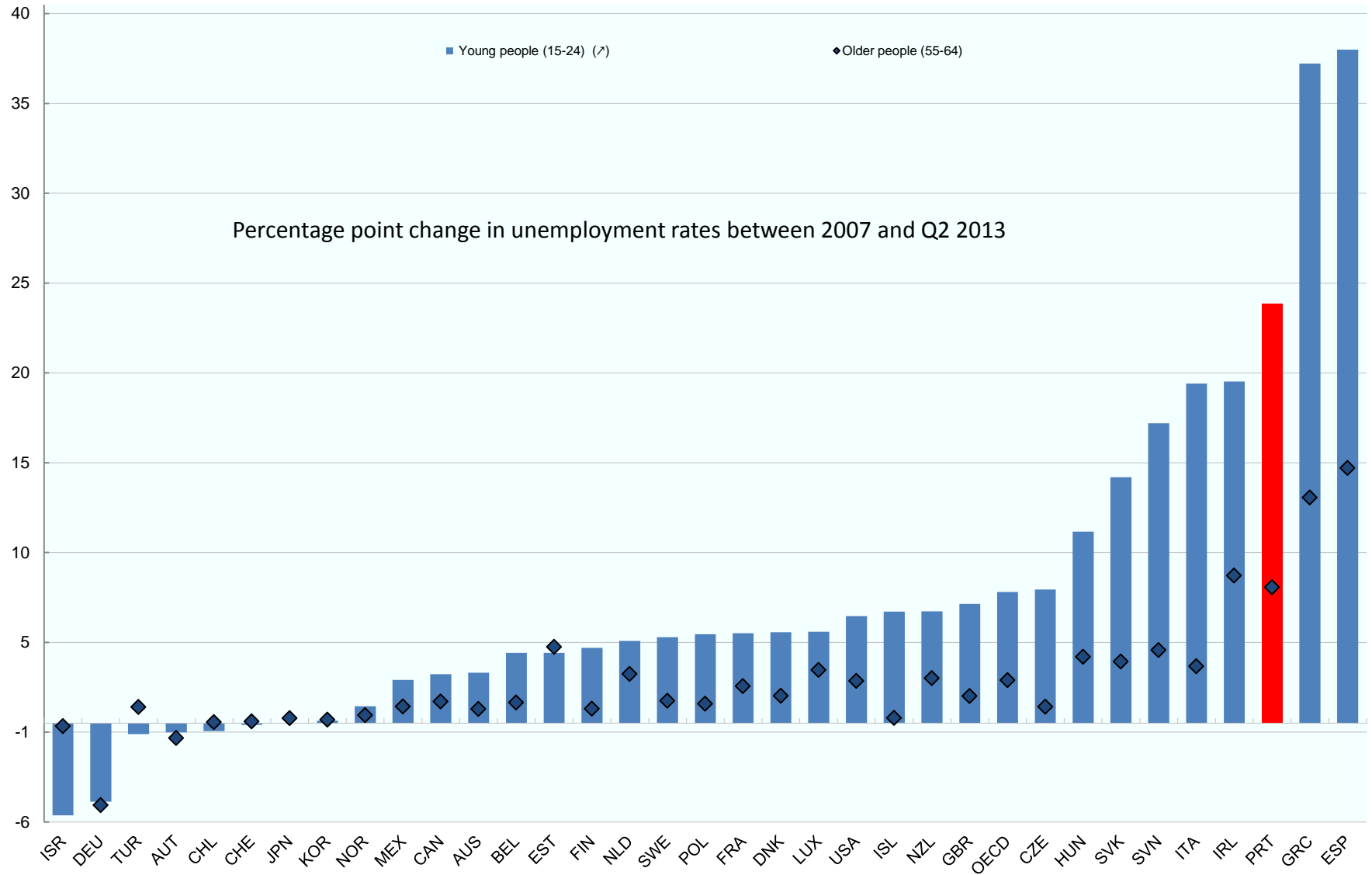
Unemployment rate: Portugal (by sex)



Source: INE

Unemployment | hitting youth hard and long term unemployed

- Youth have been hit particularly hard by the deteriorated labour market situation.
- The unemployment rate for young people aged 15-24 increased by 20 percentage points or more from mid-2007 to mid-2013 in Greece, **Portugal** and Spain.
- Long term unemployment also affects hardly less qualified older workers (45/64).



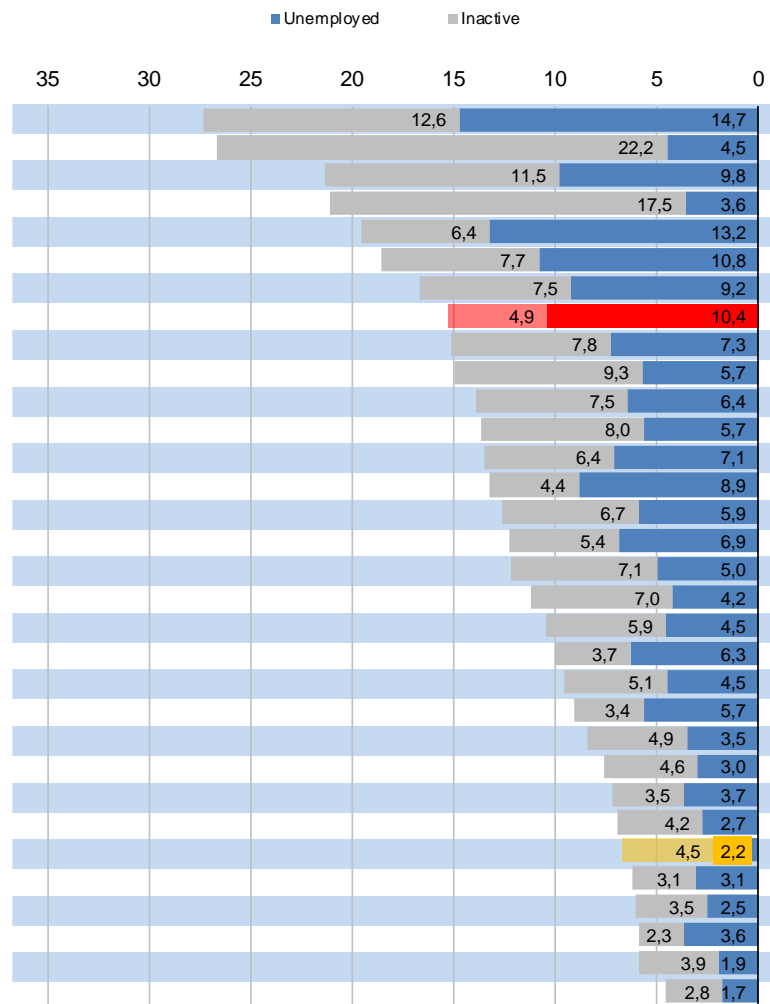
The share of **youth not in employment, education or training** (“NEETs”) has gone up significantly (2012):

- The sharpest increases were recorded in countries hardest hit by the crisis (Estonia, Greece, Ireland, **Portugal**, and Spain).

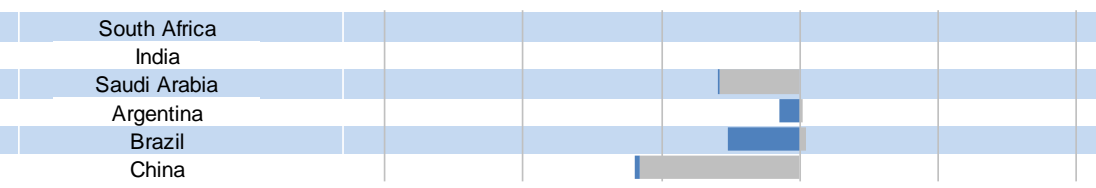
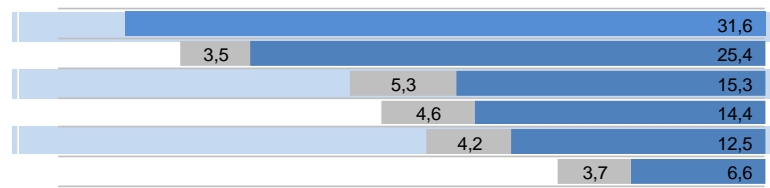
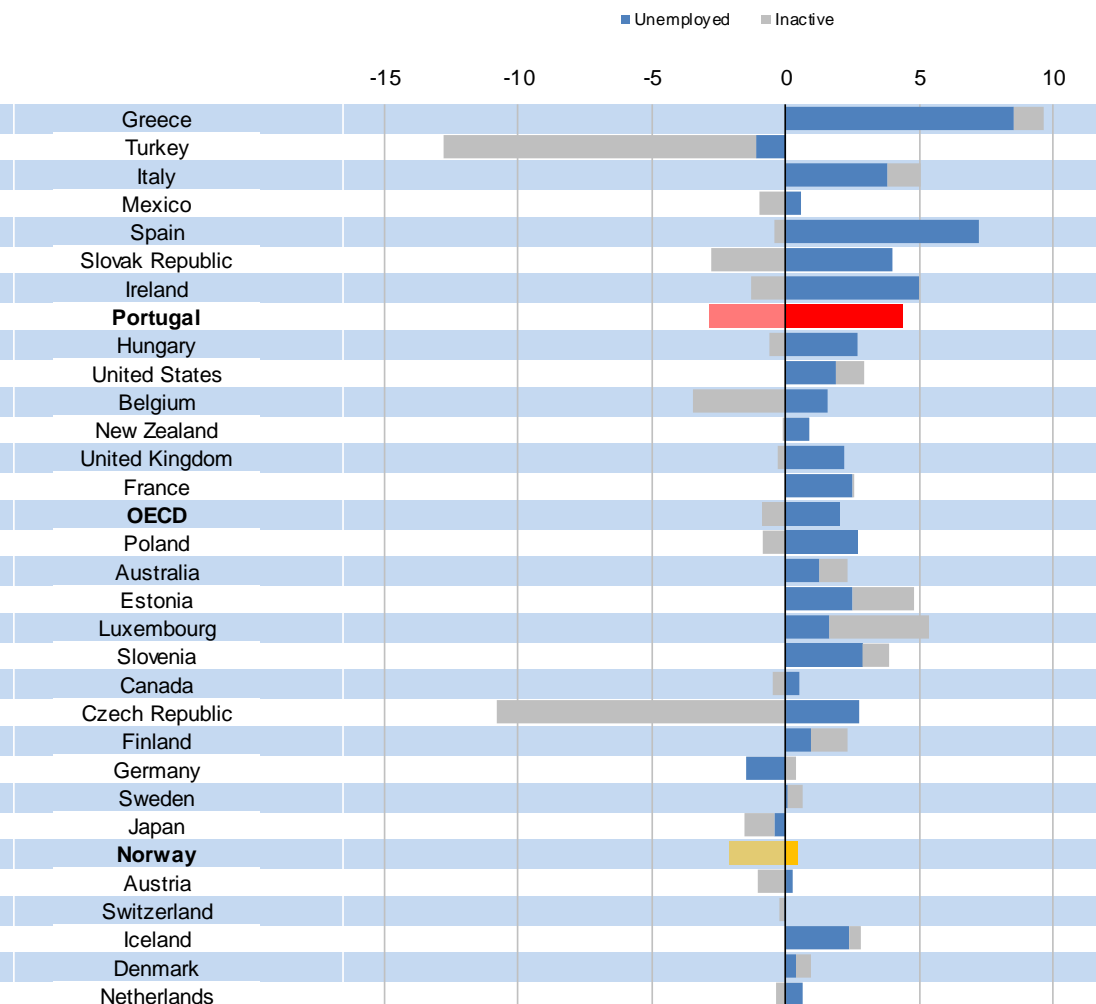
Why are these data of great concern?

- Participation in employment, education or training is important for youth transition to the labour market and to achieve self-sufficiency.

NEET rates, 15/16-24 year-olds, Q4 2012 (%)



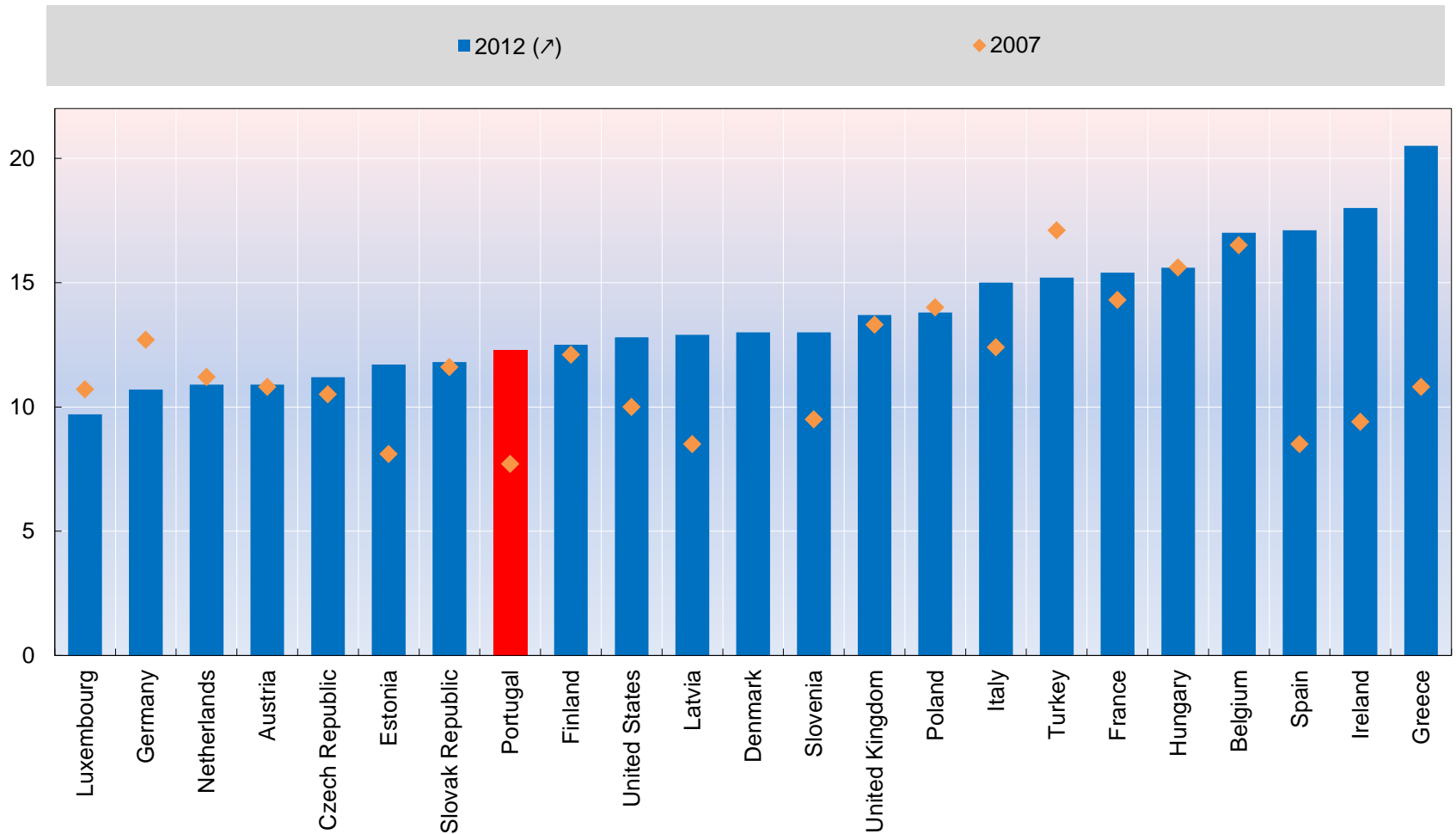
Percentage point change between Q4 2007 and Q4 2012



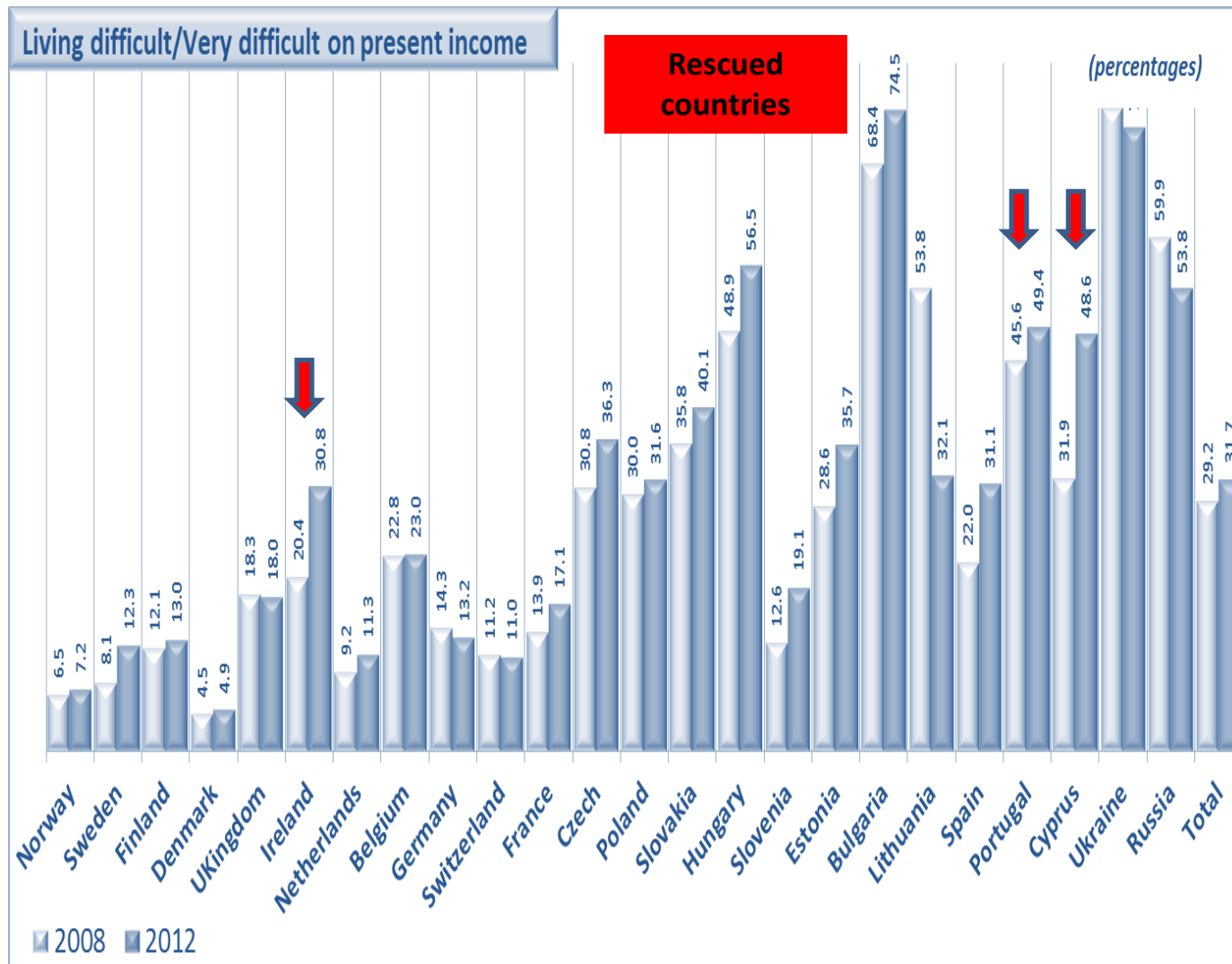
Income | families' financial situation

- The most commonly used statistics of labour-market difficulties refer to individuals rather than to households.
- Since 2007 the proportion of people living in **households with no income from work** has gone up: **increasing by 20% or more in Portugal.**

Shares of adults living in workless households, in percentages



People declaring that they find difficult or very difficult to live with their present income



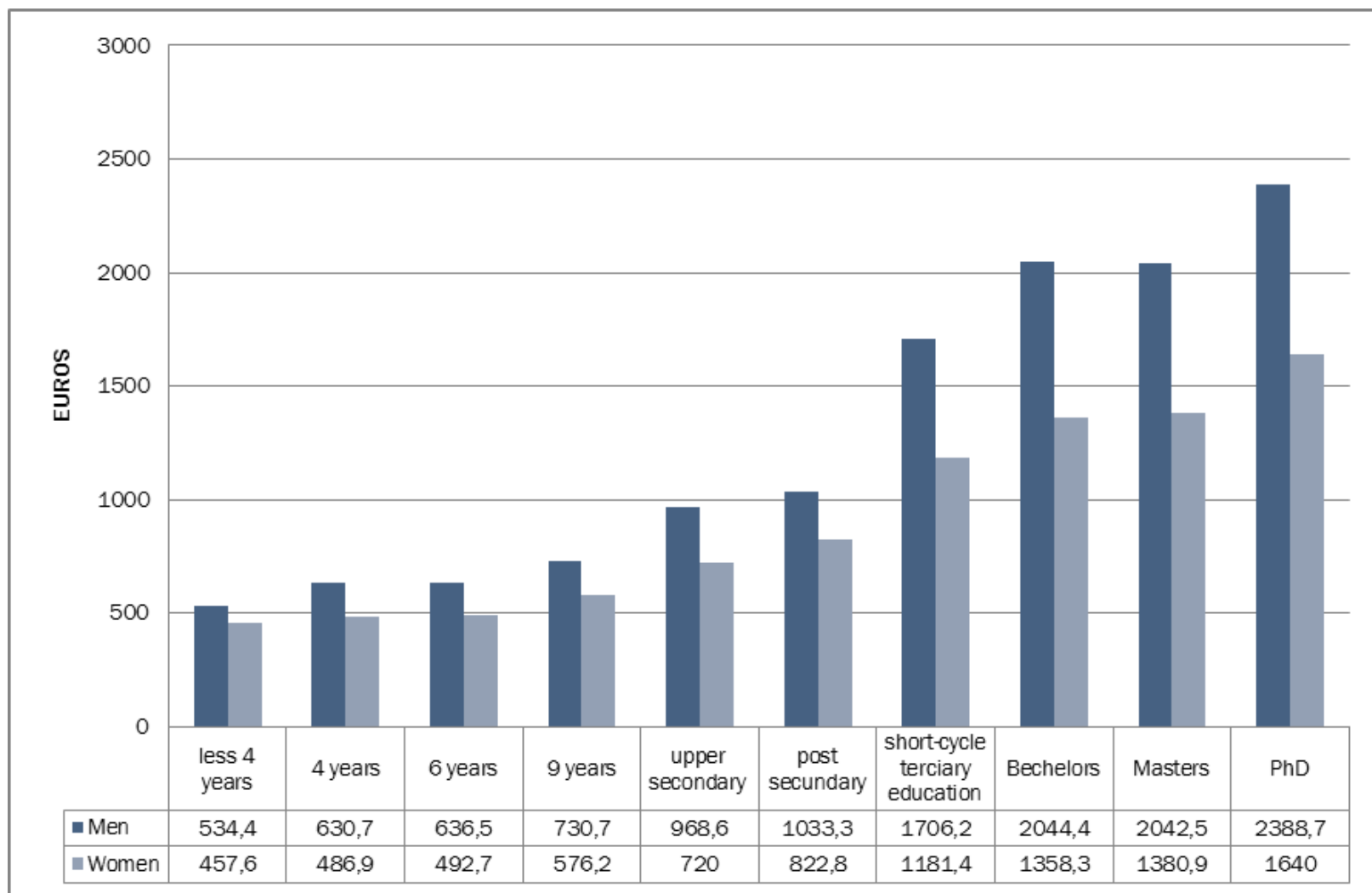
- In **Portugal**, Ireland and Cyprus people frequently recognize difficulties in living with their income.
- Between 2008 and 2012 the difficulties are intensifying almost everywhere, but the bigger gaps are in Ireland (+11%), Spain (+9%) and some post-communist.

Income | gender inequalities

In Portugal average **income inequality between men and women increases with level of education:**

- The Higher the level of education = the higher gender income inequality.
- Strong **glass ceiling** effects.
- Wage gap between men and women in Portugal was 16,5% in 2012 while in the EU-27 was 15,7% and it has increased since 2007.

Average income by level of education and sex (2006)



Source: Quadros de pessoal 2006 GEP/MTSS

Final remarks |

- Structural fragilities of our economy, high social inequalities, a late development of political democracy and of the welfare state still mark our society.
- Portuguese **welfare conception is modern** however there is a chronicle **lack of resources** to fund policies – effects also of a long period wasting resources in colonial war (1961-1974).
- Portuguese welfare **lack of resources - permanent austerity**
– increased by the current financial and economic situation:
 - Social spending increased least in **Portugal** one of the most affected countries by the crisis.

- A generation born in the 70s and 80s, considerably more educated than their parents are main agents of transformation regarding family, gender and equality issues defying established common sense about Portugal as a catholic southern country.
- But some of the youngest and more educated are living the country because they do not have job opportunities (the taxes we paid for their education are then “wasted” and profited by other countries).
- The mix between a quite immature welfare state, the current crisis and public cuts lead to worsen living conditions:
 - Employment fall + unemployment increase
 - Unemployment hitting hard on youth and on less qualified older workers;
 - Deterioration of families' financial situation
 - Dissatisfaction with living conditions