

ANNUAL PROGRESS REPORT

ON EQUAL OPPORTUNITIES FOR MEN
AND WOMEN AT WORK, IN EMPLOYMENT
AND VOCATIONAL TRAINING

Established by Law n.° 10/2001 of 21st May

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Ministry of Labour and Social Solidarity

CITE
COMMISSION FOR EQUALITY
IN LABOUR AND EMPLOYMENT

MLSS MINISTRY OF LABOUR
AND SOCIAL SOLIDARITY

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INTRODUCTION

I. INTRODUCTION

Law n.º 10/2001, of 21st May requires the Government to submit a progress report on equal opportunities for men and women at work, in employment, and vocational training to the Assembly of the Republic, by the end of each legislative session, for consideration by the assembly at a session at which the Government is required to be present. This is the first report to be submitted in accordance with the said law.

The annual report must contain national indicators including the data necessary for assessing the progress made in equal opportunities between men and women at work, in employment and vocational training, namely the following, in accordance with n.º 2 of article 1 of Law n.º 10/2001:

- a) The human and material resources provided to ensure the enforcement of the legislation on equal opportunities for men and women at work, in employment and vocational training;
- b) The number of control and inspection measures taken upon which the assessment of compliance with the legislation on equal opportunities for men and women at work, in employment and vocational training is based;
- c) The criteria applied in the choice of the control and inspection measures referred to in the preceding paragraph;
- d) The number of complaints made regarding breaches of the legislation on equal opportunities for men and women at work, in employment and vocational training, and the distribution thereof both geographically and in terms of economic activities and the areas in question.

The purpose of this report is to address these indicators for the assessment of the position of men and women in the labour market and vocational training, with a view to presenting a brief picture of the present situation and of the more recent efforts made by the most relevant public services in these areas to promote gender equality.

It should also be noted that the National Plan for Employment (PNE) 2005-2008 includes the preparation of this report among the tools for achieving the priority **“To promote equal opportunities for men and women in the labour market”**. The report now submitted is accordingly also an initial implementation of this tool, envisaged in the PNE.

¹ PLANO NACIONAL DE EMPREGO 2005 [Lisbon], Ministry of Labour and Social Solidarity, 2006, page 58 et seq.

There will be subsequent annual reports in accordance with the provisions of the said Law, which will naturally have improved content.

A Working Group was set up in order to produce this report, comprising the Commission for Equality in Labour and Employment (CITE), which was responsible for the coordination of the work, the General-Directorate of Studies, Statistics and Planning (DGEEP), the EQUAL Management Office (EQUAL), the Institute for Employment and Vocational Training (IEFP) and the General Inspectorate of Labour (IGT). The Working Group accordingly involved agencies from all public services with particular responsibility for the matters to be dealt with in this report. The Employment, Training and Social Development Operational Programme (POEFDS) was also represented and representatives sent by the Coordinator of the Technical Structure for the Coordination of the Technical and Financial Support System for NGOs and the Coordinator of the taskforce with regard to Measure 4.4 of POEFDS – Promotion of Equal Opportunities for Men and Women – and by the European Social Fund Management Institute (IGFSE) were also included in the working group.

The mission of the working group was to prepare the report now submitted with regard to 2005. The starting point for the report, so far as was possible, was the situation on 3rd December 2004, owing to the annual nature of the report as required by Law n.º 10/2001. Given the relationship between gender equality and reconciliation of work and family life, a broad definition of discrimination was adopted in requests for and treatment of contributions. The definition adopted accordingly included both (un)equal opportunities and treatment for men and women at work, in employment and vocational training and also (non)compliance with the maternity and paternity protection provisions and particularly with regard to the protection of pregnant women and women who have recently given birth or are breastfeeding from dismissal (article 51 of the Labour Code) or the non-renewal of fixed-term employment contracts of female workers in any of the said circumstances (n.º 4 of article 98 of Law n.º 35/2004, of 29th July).

As the Labour Code approved by Law n.º 99/2003, of 27th August, and Law n.º 35/2004, of 29th July, which introduced the detail regulations for the implementation thereof, was fully in force during 2005, it was considered worthwhile to provide a summary description of the current legal provisions regarding equality and non-discrimination thus contextualising the report and making it possible to understand the critical reading of the data to be analysed in the order stipulated by Law n.º 10/2001, of 2nd May.

It should also be noted with regard to some of the statistical information available that due to poor timeliness or the periodicity thereof, e.g. in the case of “Quadros de Pessoal” (Personnel Records) and the Survey on the Implementation of Vocational Training Measures, for which DGEEP is responsible, and the Survey on the Use of Time, conducted by the National Statistics Institute (INE), in 1999, the statistics taken into consideration do not refer to the same period as most of the other indicators.



GENERAL BACKGROUND

II. GENERAL BACKGROUND

1. Equality in the law

1.1. The 1976 Constitution of the Portuguese Republic

It is a basic responsibility of the State to promote equality between men and women [para. h) of article 9], even though all citizens have the same social dignity and are equal before the law and no one shall be privileged or favoured or discriminated against or deprived of any right or exempted from any duty by reason, inter-alia, of sex (article 13).

Among the economic rights and duties enshrined in the Constitution is the right to work. The State is responsible for promoting equal opportunities in the choice of occupation or type of work and conditions that prevent the prohibition of, or restrictions on, access to any post, work or occupation, by reason of a person's sex and cultural and technical training and vocational development for workers (article 58).

All workers are entitled, without distinction, namely on the grounds of gender, inter alia to:

- remuneration for their work, according to its quantity, nature and quality, on the principle of equal pay for equal work, so as to guarantee to them an appropriate livelihood;
- and
- the organisation of their work in keeping with social dignity, thus facilitating personal self-fulfilment and making it possible to reconcile work and family life;

Maternity and paternity are important social values and women are entitled to special protection during pregnancy and following childbirth. Women workers are also entitled to leave of absence from work for an appropriate period without loss of pay or any benefits (n.ºs 2 and 3 of article 68). It is the duty of the State to guarantee the working conditions, payment and rest to which workers are entitled, in particular special protection at work for women during pregnancy and after childbirth [para. c) of n.º 2 of article 59].

1.2. The Labour Code

With the coming into force of the Labour Code, approved by Law n.º 99/2003, of 27th August, and Law n.º 35/2004, of 29th July, which introduced the regulations for the implementation thereof, the legislation which had hitherto governed equal opportunities and treatment of

men and women at work, in employment and vocational training was repealed, with particular reference to the following:

- Decree-Law n.º 392/79, of 20th September, as amended by Decree-Law n.º 426/88, of 18th November, regarding equality and non-discrimination on the grounds of sex;
- Law n.º 105/97, of 30th September, on equality at work and in employment;
- and Law n.º 4/84, of 5th April, as amended by Law n.º 70/2000, of 4th May, which introduced the provisions regarding the protection of maternity and paternity.

At the same time, the Community Directives on equal treatment for men and women and on protection of the health and safety of pregnant workers and workers who have recently given birth or who are breastfeeding and the directive establishing a general framework for equal treatment in employment and occupation were transposed, either wholly or in part.

A – Mainstreaming equality and non-discrimination in the Labour Code and scope of application

In both the Labour Code and Law n.º 35/2004, of 29th July, equality and non-discrimination on the grounds of sex is part of the section on equality and non-discrimination and is followed by the provisions regarding the protection of maternity and paternity. The said provisions are applicable not only to workers with a contract of employment but also to public administration workers and agents (article 5 of Law n.º 99/2003, of 27th August).

Contracts for the performance of work without legal subordination are also subject to the principles laid down in the Labour Code, namely with regard to equality and non-discrimination (article 13 of the Labour Code) provided that the worker is considered to be in a situation of economic dependence on the beneficiary of his or her activity.

Employers are required to inform employees of their rights and duties with regard to equality and non-discrimination, maternity and paternity via the affixing of notices in appropriate locations (articles 31 and 67 of Law n.º 35/2004, of 29th July).

B – Equality, non-discrimination and burden of proof

Article 22 of the Labour Code, entitled “Right to equality in access to employment and at work”, provides that all workers are entitled to equal opportunities and equal treatment with regard to access to employment, training, promotion and working conditions, so that no worker or a

job applicant can be privileged or favoured or discriminated against or deprived of any right or exempted from any duty by reason of sex, *inter alia*².

The Labour Code also prohibits discrimination (article 23 of the Labour Code), so that no employer may discriminate either directly³ or indirectly⁴ on the said grounds (n.º 1). The nature of the occupational activities in question or the context in which they take place may justify derogations from the principle, provided that the factor invoked is a justifiable requirement, which is fundamental to the carrying on of the occupational activity in question, and the objective is legitimate and the requirement proportional (n.º 2).

The harassment of an employee or a job applicant, which is defined as undesired conduct related *inter alia*, to gender, occurring during the recruitment process or the employment itself, at work or during vocational training, with the purpose or effect of undermining a person's dignity or creating an intimidating, hostile, degrading, humiliating or destabilising environment, amounts to discrimination (n.º 1 of article 24 of the Labour Code). Any form of undesired verbal, non-verbal or physical conduct of a sexual nature, with the purpose or effect referred to above is particularly considered to be harassment (n.º 2 of article 24 of the Labour Code).

Positive discrimination measures, which are intended to be of a temporary nature and which benefit certain disadvantaged groups, i.e. by reason of sex, in order to guarantee the equal exercise of the rights envisaged in the Labour Code and to correct circumstances of inequality, which persist in social life, are not considered to be discriminatory (article 25 of the Labour Code).

The right to equal opportunities and treatment with regard to access to employment, vocational training, promotion and working conditions relates to:

- selection criteria and conditions of engagement;
- access to all types of guidance, training and occupational retraining at any level;
- remuneration and other benefits, including promotion to higher occupational levels;
- the criteria used in the selection of workers to be dismissed;
- membership of, or participation in, workers' or employers' organisations, or in any other organisations, whose members have a specific occupation, without prejudice, *inter alia*, to the specific protection of pregnancy, maternity, paternity, adoption and other circumstances in relation to the reconciliation of work and family life (n.ºs 1 and 2 of article 33 of Law n.º 35/2004, of 29th July).

² The other factors referred to in the law which cannot give rise to any negative discrimination are extraction, age, sexual orientation, civil status, family situation, genetic heritage, reduced capacity for work, disability, chronic disease, nationality, ethnic origin, religion, political or ideological convictions and trade union membership.

³ Direct discrimination is deemed to exist whenever, by reason of one of the factors indicated in n.º 1 of article 23 of the Labour Code, a person is subject to less favourable treatment than that given to another person who was or is, in the future, in a comparable situation [paragraph a) of n.º 2 of article 32 of law 35/2004, of 29th July].

⁴ Indirect discrimination is deemed to exist whenever a provision, criterion or practice, which is apparently neutral, is capable of placing persons included in one of the characteristic factors indicated in n.º 1 of article 23 of the Labour Code, in a disadvantageous position in relation to others, unless the said provision, criterion or practice is objectively justified for a legitimate purpose and the means by which the said purpose is to be attained are necessary and appropriate (para a) of n.º 2 of article 32 of law 35/2004 of 29th July.

It is for the person, who alleges direct or indirect discrimination on the grounds of gender, to state the grounds therefor and designate the worker or workers in relation to whom such discrimination exists. It is for the employer to prove that the differences in working conditions are not in fact based on gender (n.º 3 of article 23 of the Labour Code). The same provisions also apply in relation to alleged discrimination in access to employment, vocational training and working conditions i.e. by reason of maternity leave, time off for prenatal medical appointments, protection of the health and safety and against dismissal of women workers during pregnancy, following childbirth and while breastfeeding, parental leave or absences in order to attend to children (article 35 of Law 35/2004, of 29th July).

Any discriminatory act which adversely affects a worker or job applicant entitles that person to claim damages for material and non-material damage, in accordance with the general law (article 26 of the Labour Code). Any acts which are detrimental to workers as a consequence of rejection of or submission to discriminatory acts, are deemed to be invalid in order to protect the workers in question (article 34 of Law 35/2004, of 29th July).

C – Equality and non-discrimination on the grounds of sex

Equality and non-discrimination on the grounds of sex is dealt with in a separate unit of the Labour Code, which covers access to employment, professional activity and training, working conditions, career advancement and collective bargaining. The genetic makeup of workers, (and their descendants) is also protected by this section which prohibits or restricts certain work which is a hazard thereto (article 30 of the Labour Code).

Job advertisements and other forms of publicity relating to pre-selection and recruitment cannot contain any direct or indirect restriction, specification or preference based on sex (article 27 of the Labour Code), and employers are required to keep a record of all recruitments for five years, containing certain information according to sex, which makes it possible to check *a posteriori* whether a discriminatory practice has occurred (article 40 of Law n.º 35/2004, of 29th July). The employer may, in no circumstances, require female job applicants or employees to produce pregnancy tests or examinations (n.º 2 of article 19 of the Labour Code).

Equal working conditions for workers of both sexes, particularly so far as pay is concerned, is expressly guaranteed. Differences based on objective criteria which are common to men and

women are considered to be non-discriminatory, i.e. distinctions on the basis of merit, productivity, timekeeping, or seniority of workers, with the exception of leaves, absences and leave of absence related to the protection of maternity and paternity (n.º 1 and 2 of article 28 of the Labour Code and n.º 3 of article 37 of Law n.º 35/2004, of 29th July). Job description and job evaluation systems must also be based on objective criteria, which are common to men and women, in order to exclude any discrimination on the grounds of sex (n.º 3 of article 28 of the Labour Code).

For these purposes, equal pay involves the elimination of all discrimination on grounds of sex in the factors taken into consideration in the fixing of remuneration so that the following is true with regard to equal work⁵ or work of equal value⁶:

- Any form of variable pay, i.e. piecework, is calculated on the basis of the same unit of measurement;
- Pay calculated according to the hours worked must be the same (n.º 1 and 2 of article 37 of Law n.º 35/2004, of 29th July).

All workers, whatever their sex, are entitled to the full development of their occupational careers (article 29 of the Labour Code).

Article 31 of the Labour Code provides that the provisions of any collective bargaining agreement, which establish occupations and occupational categories specifically intended for male or female workers, must be applicable to both sexes. The provisions of collective bargaining instruments and internal company regulations, which establish working conditions, i.e. pay, which are exclusively applicable to male or female workers, for occupational categories with equal or equivalent contents⁷ are deemed to be replaced by the most favourable provision which is deemed to apply to workers of both sexes (n.º 1 and 2 of article 29 of Law n.º 35/2004, of 29th July).

Collective bargaining instruments are also required, whenever possible, to include provisions that promote the effective implementation of rules regarding gender equality and non-discrimination on the grounds of sex. It should be noted however, that one of the

⁵Equal work is deemed to be work in which the duties performed for the same employer are equal or objectively similar in nature, quality and quantity [para. c) of n.º 2 of article 32 of Law 35/2004, of 29th July].

⁶Work of equal value is work which corresponds to a series of tasks, which are performed for the same employer and are considered to be equivalent taking into consideration the skills or experience required, responsibility, physical and mental effort and the conditions in which the work is done [para. c) of n.º 2 of article 32 of Law 35/2004, of 29th July].

⁷The occupational category is deemed to have an equal functional content or to be equivalent, when the corresponding Job description amounts to equal work, or work of equal value, respectively, in accordance with the provisions of paragraphs c) and d) of n.º 1 of article 32 of Law 35/2004, of 29th July.

conclusions of the “Livro Verde sobre as Relações Laborais” (Green Paper on Industrial Relations), published by the Ministry of Labour and Social Security⁸, which reviewed the provisions of 65 collective bargaining agreements encompassing all economic activities and covering 1.404.441 workers (62.4% of all workers covered by collective bargaining agreements and accordingly a very representative sample) is that one of the topics least dealt with in these agreements is precisely the issue of equality and non-discrimination. The fact is that only 19 agreements (10 collective bargaining agreements, one collective employment agreement and 8 company agreements), refer to issues of equality and non-discrimination and, of these, only 15 refer to gender.

Finally, it should be noted that dismissal or imposition of any penalty, supposedly with regard to some other offence, within one year of the date of a complaint, claim or commencement of legal proceedings against the employer on the grounds of sex discrimination is presumed to be abusive (article 38 of Law n.º 35/2004, of 29th July).

D – The protection of maternity and paternity

Pregnant workers⁹, workers who have recently given birth¹⁰ and who are breastfeeding¹¹ are entitled to special health and safety conditions in the workplace, in order to avoid exposure to risks to their health and safety. They are accordingly prohibited to do certain types of work, while the performance of other types of work is subject to conditions (article 49 of the Labour Code and articles 84 to 94 of Law n.º 35/2004, of 29th July).

The dismissal of pregnant workers, workers who have recently given birth and workers who are breastfeeding is always subject to the prior opinion of CITE¹², in accordance with the provisions of paragraph e) of n.º 1 of article 496 of Law n.º 35/2004, of 29th July, and is presumed to be unfair (n.ºs 1 and 2 of article 51 of the Labour Code). Accordingly, the dismissal of a pregnant worker or a worker during the 120 days following childbirth or a worker who is breastfeeding is invalid if the said opinion has not been sought. The burden of proof with regard to the application for the said opinion lies with the employer (n.º 5 of article 51 of the Labour Code).

⁸ Dornelas, António (Co-ordinator), Ministro, Antonieta, Lopes, Fernando Ribeiro, Cerdeira, Maria da Conceição, Galego, Pedro e Sousa, Sílvia Conduto, “Green Paper on Industrial Relations”, MTSS, 2006.

⁹ A pregnant worker is a worker who informs her employer, in writing, of her pregnancy and that submits a medical certificate [para. a) of article 34 of the Labour Code].

¹⁰ A worker who has recently given birth is any worker who has given birth, during the 120 days immediately following the birth, who informs her employer accordingly, in writing, and submits a medical certificate [para. b) of article 34 of the Labour Code].

¹¹ A worker who is breastfeeding is any worker who breast-feeds her child and informs her employer of her condition, in writing, and submits a medical certificate [para. c) of article 34 of the Labour Code].

¹² Even in the context of collective or individual redundancy or on the grounds of unsuitability for the job.

If CITE does not approve the dismissal, the dismissal may only take place once the employer has obtained a court order which recognizes the existence of proper grounds therefor (n.º 6 of article 51 of the Labour Code).

If the dismissal of a pregnant worker, a worker who has recently given birth, or who is breastfeeding is declared to be unfair, the worker in question is entitled, as an alternative to reinstatement, to receive compensation calculated in accordance with the provisions of n.º 4 of article 439¹³, or as established in the applicable collective bargaining instrument, without prejudice, in either case, to non-material damages and the employer's liability pursuant to administrative law (n.º 7 of article 51 of the Labour Code). The employer is not entitled, in any circumstances, to oppose the reinstatement of a pregnant worker, a worker who has recently given birth, or who is breastfeeding (n.º 7 of article 51 of the Labour Code).

The father is entitled to the same protection while on paternity leave (n.º 4 of article 98 of Law n.º 35/2004, of 29th July).

At least five working days notice of the grounds for the non-renewal of a fixed-term employment contract of a pregnant worker, a worker who has recently given birth, or who is breastfeeding, must be given to CITE, for consideration and, it is assumed, in order to detect any discriminatory practices (n.º 3 of article 133 of the Labour Code).

Workers who are mothers and fathers are entitled to take paternity, maternity and adoption leave, without loss of any rights, in order to take care of their children. The said leave is deemed to be a period of service, except as regards remuneration. The same is also true of leave of absence to care for minor children, leave of absence granted to pregnant workers, workers who have recently given birth or who are breastfeeding, leave from night-work and leave to care for disabled or chronically ill children (articles 35, 36, 38, 40, 42, n.º 3 of article 47 and n.º 1 of article 50 of the Labour Code and n.º 1 of article 101 of Law n.º 35/2004, of 29th July).

Time off for prenatal medical appointments, breast and bottle feeding cannot result in any loss of rights and are deemed to be a period of service (article 39 and n.º 2 of article 50 of the Labour Code).

The mother or father are also entitled to three months parental leave (as an alternative to part-time working for 12 months, or a normal working period which is equal to half the full-time

¹³ Damages of between 30 and 60 days basic salary plus seniority payments for each completed year or part of a year of service, amounting to not less than six months basic salary plus seniority payments.

working period) to care for a child or adopted child, who is less than six years old, and to special leave for that purpose up to a maximum of two or three years of age when the worker in question has three or more children (article 43 of the Labour Code).

During leaves, absences and time off work, which are deemed to be periods of service, except as regards remuneration, and also during the first 15 days, or equivalent period, of parental leave taken by the father, provided that the same is taken immediately after maternity or paternity leave, the worker is entitled to receive benefit in accordance with the applicable Social Security legislation (n.º 1 and 2 of article 103 and articles 104 to 106 of Law n.º 35/2004 of four, of 29th July).

Workers who have one or more children, who are aged less than 12 years old, or who suffer from certain types of disabilities, whatever the age of the children in question, are entitled to work part-time, or flexitime (n.º 1 and 2 of article 45 of the Labour Code). Employers may only refuse such applications on the grounds of supervening requirements linked to the operation of the enterprise or department, or on the grounds that it is not possible to replace the worker, if the worker is indispensable. Any such refusal is always subject to the prior opinion of CITE.

E – Administrative Offences

Breach of the provisions regarding equality is punished as a very serious administrative offence¹⁴ and the convictions can be publicised. Breaches of the provision regarding the protection of maternity and paternity are punished as a minor¹⁵, serious¹⁶ or very serious administrative offence, depending on the significance of the interests violated (articles 642 e 643 of the Labour Code and articles 473 e 475 of Law n.º 35/2004, of 29th July).

1.3. Gender Equality in employment and vocational training policies

Decree-Law n.º 132/99, of 21st April, expressly includes among the general principles governing employment policy, inter alia, universal access, without distinction of age, sex, race, citizenship, place of origin, religion and political or ideological convictions and the promotion of equal opportunities as regards choice of occupation or type of work and the promotion of access to initial vocational training and lifelong learning [paragraphs c), d) and f) of article 2].

¹⁴ The fines imposed can vary from 20 to 600 units of account, depending on the company's turnover (art. 620 of the Labour Code).

¹⁵ The value of a unit of account was €89 between 2004 and 2006 and will be €96 between 2007 and 2008 (n.º 2 of article 5 and article 6 of Decree-Law 212/89 of 30th June, as amended by article 31 of Decree-Law 323/01 of 17th December).

¹⁶ The fines applicable vary from 2 to 15 units of account, depending on the company's turnover (article 620 of the Labour Code).

Various items of legislation provide for an increase in aids to job creation, namely when more than a certain percentage thereof is not occupied by persons of a single sex (equal opportunity bonuses), or in occupations where there is significant gender discrimination (Statutory Instrument n.º 1212/2000, of 26th December). This has accordingly been a way in which to ensure the mainstreaming of gender equality in employment policies.

The full implementation of the principle of gender equality has involved the development of national plans, which are cross-cutting and go beyond labour market integration and vocational training issues, such as the National Plan for Equality 2003-2006 (PNI 2003-2006), approved by Council of Ministers Resolution n.º 184/2003, of 25th November, or which are specific to other areas but involve gender equality. So far as the specific area of employment policies is concerned, the National Plan for Employment is particularly noteworthy as a cross-sectoral strategic planning and coordination instrument with regard to these policies, which has always considered equal opportunities as a cross-cutting issue and included it as a specific pillar or guideline and/or assumed as one of its priorities.

It should be noted that, in 2005, with the revision of the Lisbon Strategy, Member States were no longer required to produce a National Plan for Employment (PNE). Nevertheless the government decided to continue to produce and implement a PNE, which was included in the National Action Programme for Growth and Employment 2005-2008 (NAPGE). Gender equality is considered a key guideline in the National Plan for Employment.

In the 2005-2008 NEP, the promotion of equal opportunities between men and women in the labour market, namely from a cross-cutting perspective, and the reduction of gender gaps in employment, unemployment and pay, sectoral and occupational segregation and the promotion of reconciliation of work and family life, were considered to be national priorities. The following action lines were defined in order to meet these priorities:

- To promote gender mainstreaming in active labour market policies, namely via positive discrimination mechanisms to support the underrepresented gender in the award of financial support in the context of employment policy measures;
- To promote the participation of women in the labour market, both quantitatively and qualitatively in order to reduce gender gaps in employment rates, unemployment rates and pay, sectoral and occupational segregation and promote reconciliation of work and family life;

- To promote the development of Equality Plans in enterprises and incentives to enterprises and other entities to adopt measures which promote equality between men and women and facilitate reconciliation between work and family life, i.e. access to flexitime working, part time work or the creation of *crèches* for its employees' children;
- To stimulate the development of family support services by expanding and consolidating a national support network in this area with particular emphasis on the sharing of responsibilities between the state, local authorities, the social partners, NGOs and the families themselves, and to promote the vocational training of those involved therein, in order to improve the quality thereof. In this context, the number of places in *crèches* will be increased by 50% and the national coverage of the preschool network will be concluded and home-help and day care centres for the elderly will become widespread;
- To adapt school life and times to family requirements, in the organisation of preschool and primary educational establishments;
- To strengthen the social dialogue and create awareness amongst the social partners with a view to reviewing the provisions of collective bargaining agreements, from a gender perspective, within the overall context of revamping collective bargaining;
- To establish a Gender Equality Observatory;
- To develop information and awareness campaigns, i.e. in the media, and training actions targeted at society as a whole and at enterprises in particular, with a view to the development of an equal opportunities culture;
- To support entrepreneurship among women;
- To support NGOs working in the area of gender equality;
- To improve training standards in the area of equality, with a view to the inclusion of a training module on equality in all initial training courses financed by public funds.

A series of specific instruments are envisaged to ensure the implementation of these action lines, which involve:

- A system of technical and financial support for NGOs;
- Increase of Financial support envisaged in the active employment measures included in the General, Specific and Regional Programmes, for the underrepresented sex and in relation to occupations where there is significant gender discrimination;
- Equality Plans in enterprises;
- Review of the provisions of collective bargaining agreements from a gender perspective, within the overall context of revamping collective bargaining;
- Projects included in the Equal opportunities for men and women priority within the ambit of the EQUAL Initiative, aimed at promoting the reconciliation of work and family life and the elimination of discrimination at work;

- Programme of investment in Crèches and Training of Child Carers;
- Extension of school times in primary education and the rationalisation and extension of preschool education;
- "Equality is Quality" Award;
- A freephone legal advice line on gender equality;
- Awareness and training in the area of gender equality.

These specific instruments do not account for all of the measures envisaged in employment policies for gender equality at work, in employment and vocational training, as this objective is systematically included in other instruments of a more general nature included in the National Plan for Employment (PNE). The strategy envisaged in the PNE with regard to gender equality aims above all to increase the employment rate of women from 61.7% in 2004 to 63% in 2008, which is one of its strategic targets.

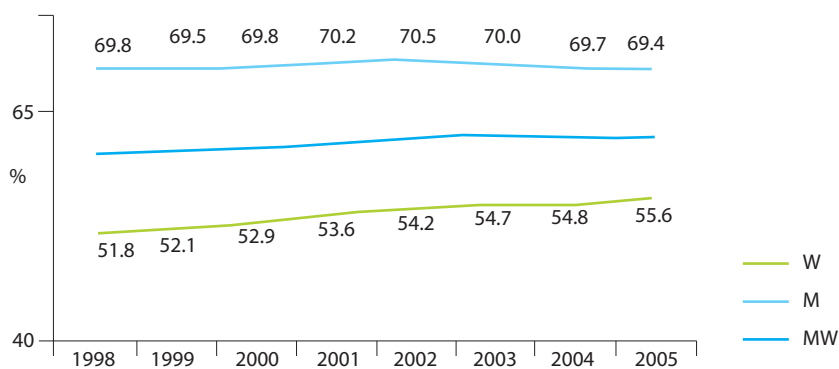
2. The situation of men and women at work, in employment and vocational training

2. 1. Activity and Employment

The female activity rate¹⁷ in Portugal increased by 3.8 percentage points between 1998 and 2005, during which period there was a decline of 0.4 percentage points in the male activity rate. Between 2004 and 2005, the female activity rate rose from 54.8% to 55.6%, while the male activity rate has fallen slightly since 2002, leading to a reduction in the gender gap.

¹⁷ The activity rate is defined as the ratio between total working population and total population aged 15 years or more. This calculation method, which is used by the DGEEP, as a member of the Working Group, was chosen instead of that provided by the INE and used in CITE previous publications (i.e. the ratio between working population aged more than 15 and total population).

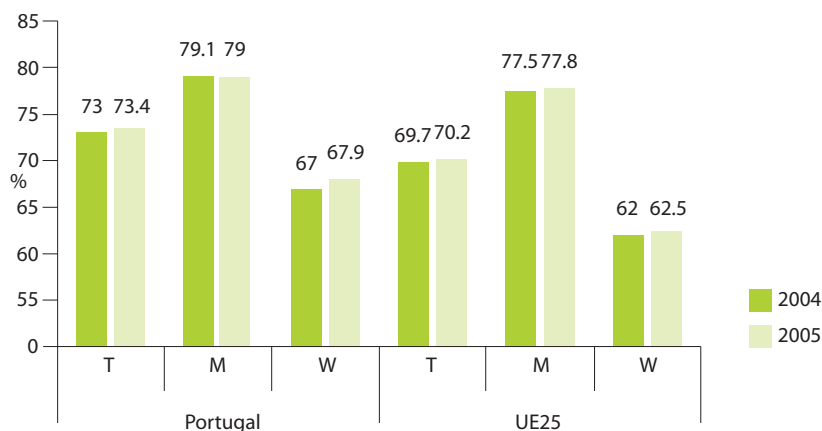
Chart 1 • Activity rate by sex in Portugal, 1998-2005



Source • INE, Labour Force Survey.

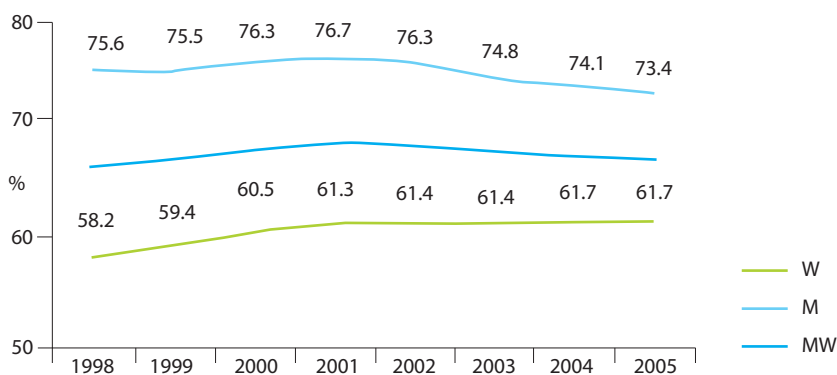
The Eurostat data for the reference years 2004 and 2005 confirm that the activity rate in Portugal is higher than the EU25 average, particularly in the case of women. According to the said data, the increase in activity rate in Portugal between 2004 and 2005 was due above all to an increase in female activity rate, which more than cancelled out the slight decline of the male activity rate during the same period.

Chart 2 • Activity rate by sex in Portugal and in EU25, 2004-2005

Source • Eurostat, in *Employment in Europe*, 2006.

It is therefore not surprising that the **female employment rate**¹⁸ is also high – 61.7% for women (in 2005 and 2004) and 73.4% for men (in 2005, as against 74.1% in 2004) – and also shows a stronger growth trend in the case of women.

Chart 3 • Employment rate by sex in Portugal, 1998-2005

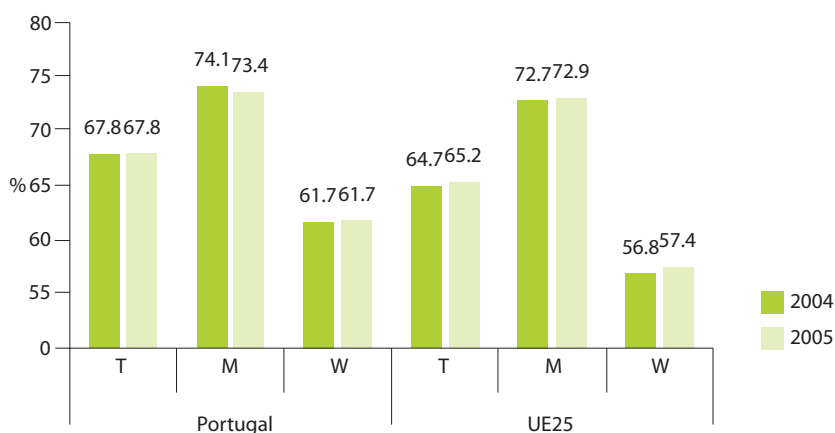


Source • INE, Labour Force Survey.

¹⁸ The employment rate is defined as the ratio of total employed population to total population aged 15 to 64.

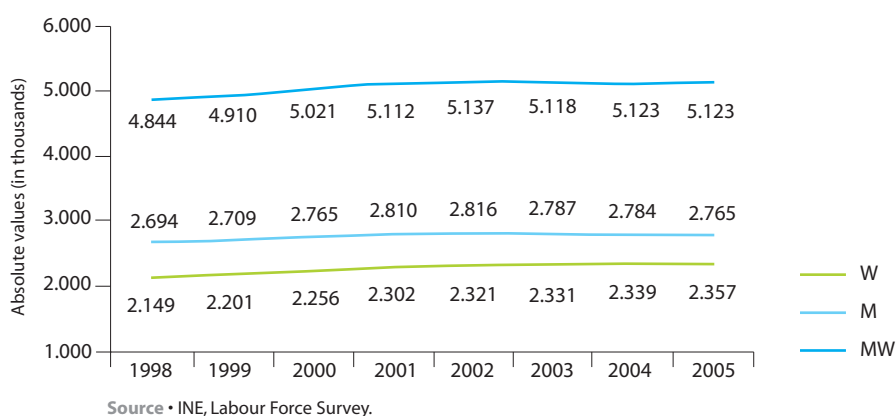
The gender gap in unemployment rate has also been declining but at a less rapid rate than the activity rate. In either case, however, Portugal exceeds the European average and the targets fixed for the female employment rate in the EU, 57% by 2005 and 60% by 2010.

Chart 4 • Unemployment rate by gender in Portugal and in EU25, 2004-2005

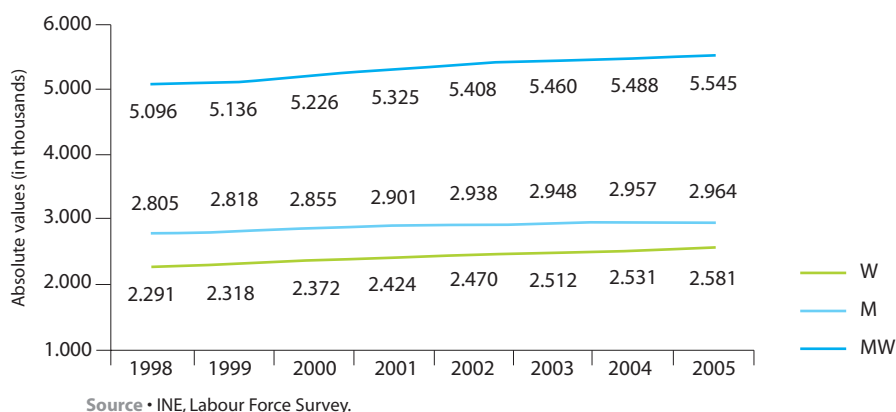


Source • Eurostat, in *Employment in Europe*, 2006.

The constant growth of the female activity and employment rates, unlike the male activity and employment rates, which have stagnated or even fallen since 2002, is due to a significant and constant increase in the total volume of female employment, which, for example, between 2004 and 2005 saw a net increase of 18.6 thousand jobs, while male employment registered a decline of -18.8 thousand jobs.

Chart 5 • Size of the employed population by sex in Portugal (>= 15 years), 1998-2005

In recent years, the working female population has increased more than the working male population. For example, between 2004 and 2005, the working female population increased by more than 50,000, while the active male population increased by only 6,500.

Chart 6 • Size of the working population by sex in Portugal (>= 15 years), 1998-2005

Men and women are not evenly distributed across the Portuguese labour market, namely among the major occupational categories and economic activities. Women are predominant among professionals (57.3%¹⁹), administrative staff (63.1%) and, above all, concentrate in service activities (67.8%) and elementary occupations. Occupations related to industrial production, i.e. plant and machine operators, are mostly occupied by men (78.4% and 82.1% respectively). The same is also true of senior managers (66.1 percent of whom are men).

It should be noted that between 2004 and 2005, the percentage of women increased in two of the more qualified groups: i.e. from 32.8% to 33.9% among senior managers and from 41.7% to 43.5% among middle management staff. The percentage of women in elementary occupations has also increased from 62.7% to 64.5% while their representation among plant and machine operators declined from 20.9% to 17.9%.

Chart 7 • Structure of employment by occupational group and by sex (%)



Source • INE, Labour Force Survey.

¹⁹ In the absence of an indication to the contrary these and the following figures relate to 2005.

Caption:

- 1 – Managers
- 2 – Professionals
- 3 – Technicians and associate professionals
- 4 – Administrative staff
- 5 – Service workers and shop and market sales workers
- 6 – Skilled agricultural and fishery workers
- 7 – Craft and related trades workers
- 8 – Plant and machine operators and assemblers
- 9 – Elementary occupations

Source • INE, Labour Force Survey.

Women predominate significantly in the other services sectors²⁰ (98%), in health and social work (87.6%), education (73.5%) and hotels and restaurants (62.1%), while men are predominantly employed in construction (92.6%), mining and quarrying (91.0%), electricity, gas and water supply (83.2%) and transport, storage and communication (77.6%). It should be noted that between 2004 and 2005 female participation grew significantly in the financial intermediation (from 37.1% to 42.9%) and in the transport, storage and communication sectors (from 23.2% to 25.8%).

Chart 8 • Employed population by economic activity and by sex (%)



Source • INE, Labour Force Survey.

²⁰ This sector includes all service activities not detailed in the other services subsectors.

II. GENERAL BACKGROUND

Caption:

- 1 – Agriculture, Farming of Animals, Hunting, Forestry and Fishing
- 2 – Mining and Quarrying
- 3 – Manufacturing
- 4 – Electricity, Gas and Water Supply
- 5 – Construction
- 6 – Wholesale and Retail Trade, Repair of Motor Vehicles
- 7 – Hotels and Restaurants
- 8 – Transport, Storage and communication
- 9 – Financial Intermediation
- 10 – Real Estate, Renting and Business Activities
- 11 – Public Administration, Defence and Compulsory Social Security
- 12 – Education
- 13 – Health and Social Work
- 14 – Other Community Social and Personal Service Activities

Source • INE, Labour Force Survey.

Vertical segregation is still prevalent with women workers concentrated in lower levels. In 2002, only 33.9% of managers, 40.5% of middle management staff and 23.8% of forepersons, and team leaders were women.

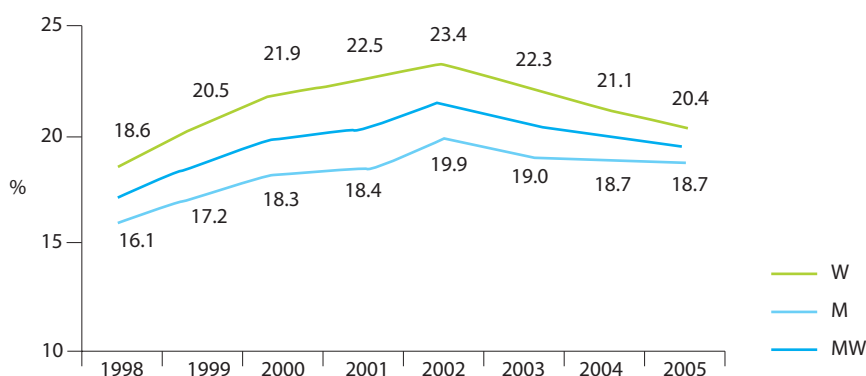
Chart 9 • Employed workers by level of qualification and by sex (%)



Source • MTSS/DGEEP, "Quadros de Pessoal" (Personnel Records), 2002.

The differences noted are also reflected in terms of the nature of the employment contracts in question. Despite the trend towards a decline in the preponderance of temporary employment contracts and towards narrowing the gap between men and women, the proportion of female workers with this type of contract has invariably exceeded the corresponding proportion of male workers: 20.4% of women and 18.7% of men, in 2005, as against 21.1% of women and 18.7% of men in 2004.

Chart 10 • Employed workers with a temporary employment contract, by sex, 1998-2005 (% of the total)



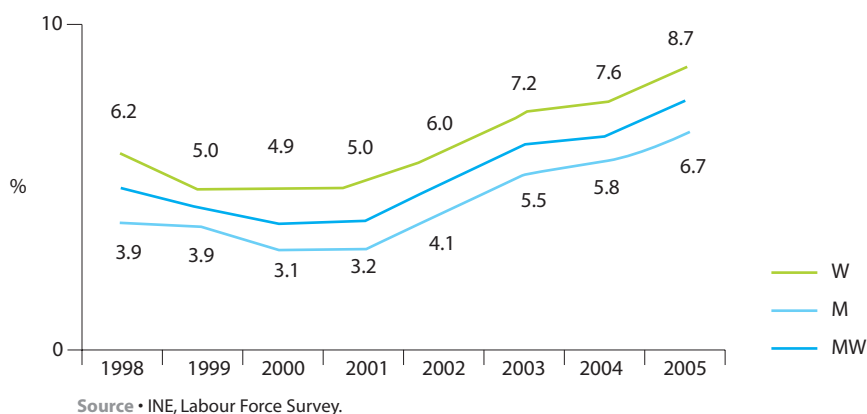
Source • INE, Labour Force Survey.

2.2. Unemployment

So far as unemployment is concerned, women are also a particularly vulnerable group. Women's unemployment rate²¹ is higher than men's (8.7% as against 6.7% in 2005, i.e., a difference of two percentage points) even in areas where unemployment is low. Women predominate slightly among the long-term unemployed as, according to the statistics of the Labour Force Survey, in 2005, 50.8% of unemployed women were long-time unemployed compared with 48.9% for unemployed men.

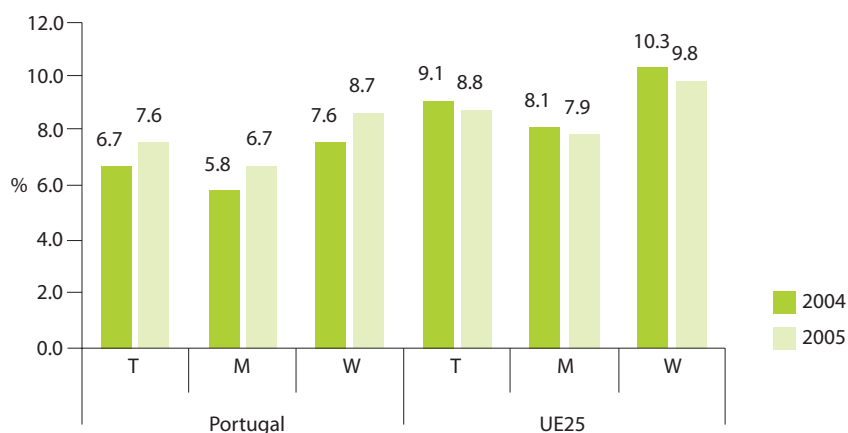
²¹ The unemployment rate is the ratio of unemployed persons to the labour force.

Chart 11 • Unemployment rate by sex, 1998-2005



The increase in the unemployment rate between 2004 and 2005, in Portugal, which was more pronounced among women, goes against the trend in the EU25, where unemployment has dropped, in particular unemployment among women (a reduction of 0.5 percentage points compared with 0.2 percentage points in the case of men).

Chart 12 • Unemployment rate by sex, in Portugal and EU25, 2004-2005



Source • Eurostat, *in Employment in Europe 2006*.

It should also be noted that the difference between male and female unemployment rates is particularly high among young people (15 to 24 years of age), with a gap of 5.4 percentage points in 2005, but also at regional level: Azores (+3.6 p.p.), North (+2.9 p.p) and also Alentejo and Algarve (+2.6 p.p. in both regions). However among persons aged between 55 and 64 years of age, the unemployment rate is higher among men (+1.6 p.p) and, in the Lisbon and Tagus Valley and Madeira regions, the incidence of unemployment by gender, in 2005, was less significant although the female unemployment rate tended to be higher +0.4 p.p and +0.8 p.p, in relation to Lisbon and Madeira, respectively.

One of the major causes of the higher female unemployment rate is the fact that the size of the female labour force has increased much faster than the male labour force. For this reason, it has also been more difficult for the employment market to absorb this increase in the female labour force.

It should also be noted that, while unemployment is much higher amongst those with low educational qualifications (less than nine years of compulsory education), which naturally reveals the country's structural deficit in terms of education and training, in relative terms, the differences in unemployment rates by sex are also more pronounced among those with higher educational qualifications, where women are overrepresented. This situation is, to a great extent, a reflection of the fact that, in Portugal, on average, women tend to spend longer periods in initial training than men. For example, women are currently in the majority among higher and even secondary education students.

According to the available statistical information, women account for 55.2% of students enrolled in higher education, in 2005-2006 (cf. the data of the Ministry of Science, Technology and Higher Education / OCES) and 52.7% of the students enrolled in secondary education, in 2003-2004 (cf. Data of the Ministry of Education / GIASE, Education Statistics).

An analysis of the labour market during the 2003-2005 period (see the following table), on the basis of the data provided by the IEFP on the flows of unemployed workers registered with the Institute leads to the following conclusions in terms of the structure of registered unemployment:

- The predominance of women in unemployment in terms of all the variables considered;
- The growth of unemployment during the period in question due to the poor performance of the Portuguese economy and consequently of the labour market. The said growth was greater among men between 2003 and 2004 while unemployment among women grew more in 2005;

- There are more women than men amongst the young unemployed and consequently the numbers of new job seekers and of those with high educational levels are higher among women. However the incidence of unemployment is higher among men in the Lisbon and Tagus Valley region and among less educated men and long-term unemployment affects men more than women;
- The occupations that are sought among men include those occupations which are traditionally dominated by men, while the reverse trend applies among women, with most occupations being associated to trade and services;
- So far as economic activity sectors are concerned, the main sector of male unemployment is in the construction industry, while there is greater diversity among women despite the said concentration in the services sector;
- The majority of the placements by Job Centres in 2005, as in previous years, went to unemployed women (57.5% of a total of 52.114 placements), a figure which is slightly higher than the proportion of women in registered unemployment that year. There was an increase in the placements of men throughout 2005, in comparison with the previous year (+5.1%), while placements of women fell slightly (-0.9%) – between 2003 and 2004 there was a sharp decline in the placements of both men (-5.5%), and women (-13.3%);
- It should finally be noted that the placement satisfaction rate in 2005²² is the same for both genders (5.1%).

**Table 1 • Registered unemployed and placements
by Job Centres in Mainland Portugal, by sex, 2003-2005**

	Yearly counts of registered unemployment, by year, 2003-2005								
	2003			2004		2005		% Variation	
	N.º	%	N.º	%	N.º	%	2004/2003	2005/2004	
Registered unemployment	Total	443.105	100	457.864	100	468.115	100	+3.3	+2.2
	Men	191.451	43.2	200.162	43.7	201.194	43.0	+4.5	+0.5
	Women	251.654	56.8	257.702	56.3	262.921	56.2	+2.4	+3.6
Placements throughout the year	Total	57.179	100	51.316	100	52.114	100	-10.3	-1.6
	Men	22.281	39.0	21 057	41.0	22 127	42.5	-5.5	+5.1
	Women	34.898	61.0	30 259	59.0	29.987	57.5	-13.3	-0.9

Source • IEFP, PL-ES.

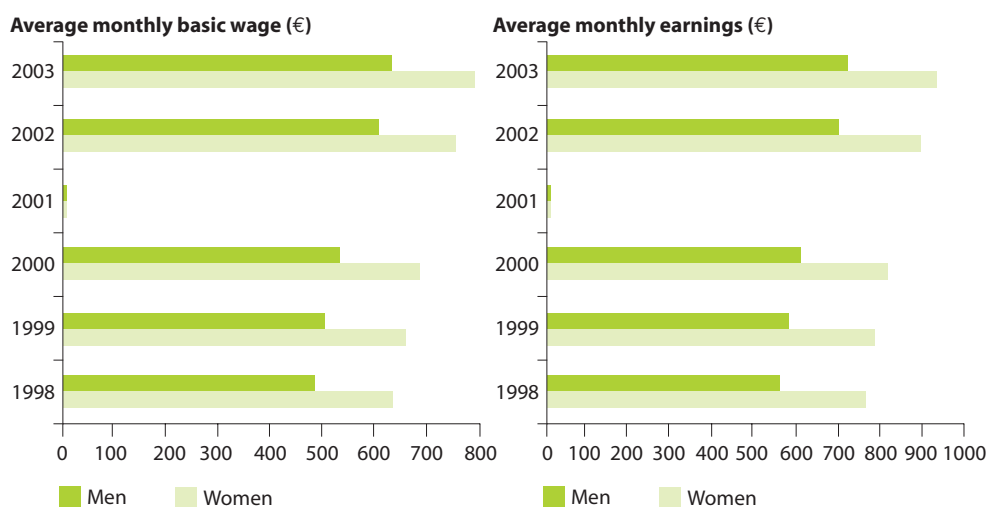
²² Placement satisfaction rate = Placements of unemployed persons throughout the year/ (Unemployed at the end of the previous year + Unemployed registered throughout the year) X 100.

The greater vulnerability of women to unemployment may also increase as the percentage of employed women with temporary employment contracts is slightly higher (as mentioned above). However it should be noted that the percentages of men and women who stated that their reason for registering as unemployed/at a Job Centre was because of the termination of a temporary employment contract is more or less equal (33.4% and 33.5% respectively).

2.3. Wages, salaries and earnings

Gender pay inequality is another factor that characterises the Portuguese labour market. In the private sector, women earn approximately 79.8% of the average monthly wage earned by men or, in terms of monthly earnings (which includes other components in addition to salary, such as overtime pay, bonuses and other benefits, which are generally discretionary), the percentage is 76.4% (2003 figures).

Chart 13 • Remuneration and income by sex, 1998-2003



Note • Data is not available for 2001.

Source • MTSS/DGEEP, "Quadros de Pessoal" (Personnel Records).

According to the analysis made in the “Livro Verde sobre as Relações Laborais” (Green Paper on Industrial Relations) (MTSS, 2006), with regard to the evolution of wages between 1994, 1998 and 2003, the ratio of average wages of women to average wages of men is higher in the case of contractual wages, followed by basic wages and earnings. This means that over the period 1994-2003 (which does not include the period to which this report relates, i.e. from 2004 to 2005), notwithstanding a trend towards narrowing the gap between men and women’s contractual wages, the gender gap remained much the same as far as basic wages and earnings were concerned.

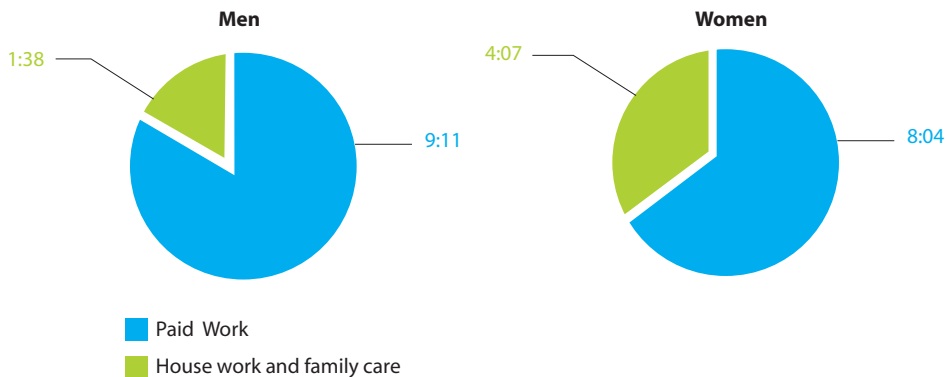
In looking at pay inequalities by qualification level (on the basis of the data in the 2003 “Quadros de Pessoal” (Personnel Records)), it is noticeable that the pay gap between men and women is particularly high among managers. At this qualification level, the ratio of female to male pay is 71.3%, in relation to basic wages, and 70.7% in relation to earnings. However, the gender pay gap is lower among less skilled categories such as trainees and apprentices (95.4% and 93.8%, respectively, in terms of basic wages and earnings) and elementary occupations (89.8% and 84.5%, respectively, in terms of basic wages and earnings).

2.4. Participation of men and women in unpaid work, working time, and working hours

It is also necessary to consider the above information in terms of the various forms of integration of men and women in work and in training, in an approach which is broad and includes the various forms of work, i.e. paid work and unpaid work, and also in terms of the dominant working time profile by sex.

The participation of men and women in paid work (in which men tend to spend more time, i.e. on average approximately 1 more hour per day than women) must be seen against the backdrop of what is still a very uneven sharing of unpaid work (i.e. basically housework and family care). The truth is that women tend to spend much more time than men in this sort of work, i.e. almost 3 more hours per day.

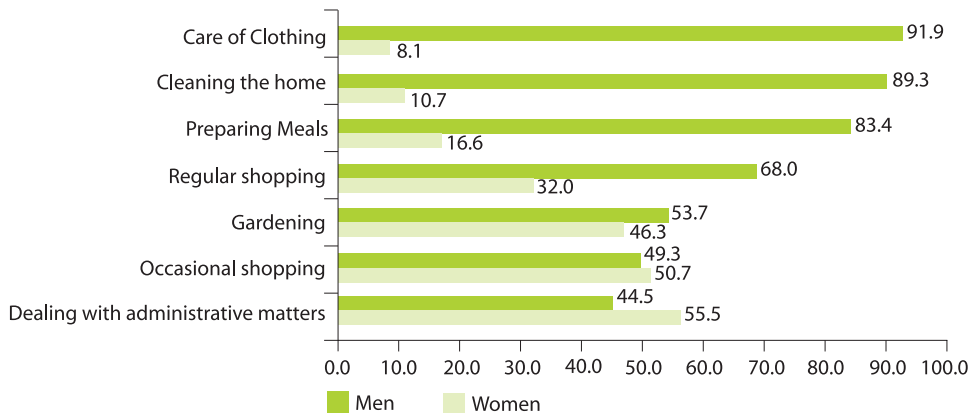
Chart 14 • Average duration of the various forms of work, by sex



Source • Perista, H. (2002) “Gênero e trabalho não pago: os tempos dos homens e os tempos das mulheres”, *Análise Social*, vol. XXXVI I (163).

It is therefore women who do a great part of the routine tasks to care for house and family, i.e. care of clothing, cleaning, cooking and shopping, while men are involved in more sporadic tasks, which are less demanding in terms of time.

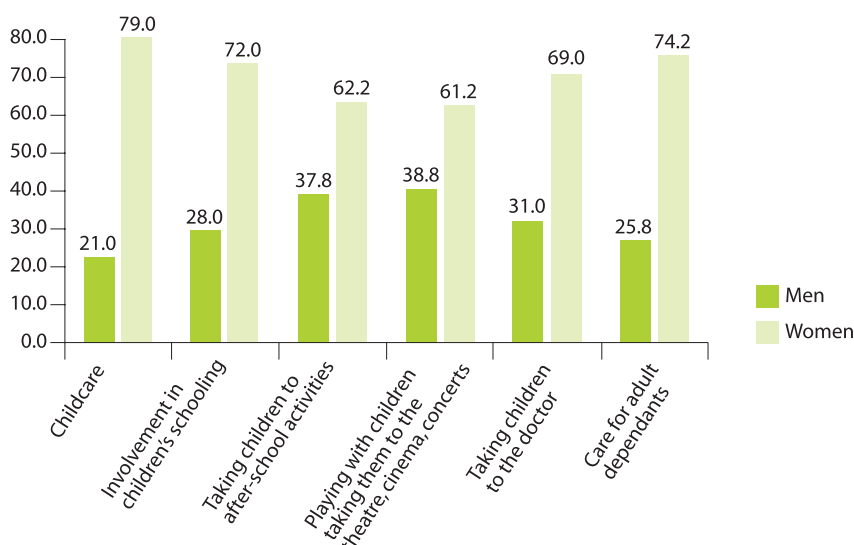
Chart 15 • Regular performance of household tasks, by sex (%)



Source • Perista, H. (2002) “Gênero e trabalho não pago: os tempos dos homens e os tempos das mulheres”, *Análise Social*, vol. XXXVII (163).

Family care responsibilities – to children or dependent adults – continue to fall almost entirely on women, in a context in which the supply of social services and facilities is still clearly insufficient, despite the progress that has been made.

Chart 16 • Provision of family care, by sex (%)



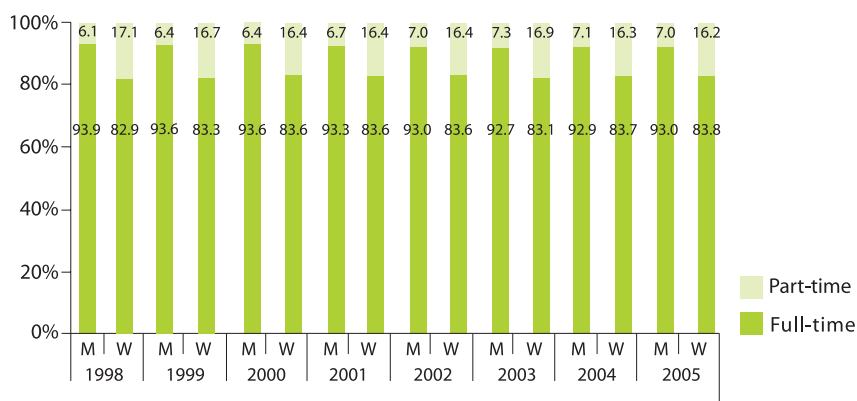
Source • Perista, H. (2002) "Género e trabalho não pago: os tempos dos homens e os tempos das mulheres", *Análise Social*, vol. XXXVII (163).

According to the data in the Social Charter the supply of services and facilities for children aged less than three years in relation to the total potential demand, was 23.5% in 2005, compared with 22.4% in 2004 and the overall coverage rate of services and facilities for the elderly was 11.1% that year, compared with 10.9% in 2004.

The additional workload to which women are subject in taking care of their families, together with the high female employment rates, which in most cases involves full-time work – unlike other EU countries where many women work part-time, means that the situation is especially demanding for working women in Portugal. In the Portuguese labour market, part-time work

has always been relatively insignificant. According to the 2005 Labour Force Survey, 16.2% of women work part-time, compared with 7% for men.

Chart 17 • Employees by working time (%)



Source • INE, Labour Force Survey.

The proportion of male and female workers who work part-time has almost always been very similar with no clear tendency to either grow or decline. This is mainly due to the impact of part-time work on family disposable income. Part-time work is generally a stopgap solution for the majority of men and women in Portugal.

2.5. Participation of men and women in vocational training and employment support measures

So far as involvement in vocational training measures is concerned, the available data (cf. the Survey on the Implementation of Vocational Training Initiatives) indicate that a growing number of male and female workers took part in such initiatives between 2002 and 2003: so far as men are concerned, the number increased from 202,100 to 217,000 while, in relation to women, the number has increased from 128,000 to 156,400. So that in 2002, women

accounted for 38.8% of the number of workers who took part in vocational training initiatives, which number increased to 41.9% in 2003.

In the case of the training provided by the Institute for Employment and Vocational Training (IEFP), via the Directly and Jointly Managed Training Centres, the proportion of women remained constant between 2004 and 2005, at about 50%. The participation of women is particularly high (according to the figures for the fourth quarter of 2005) in Vocational Training for the Unemployed (64.3%), in training for unemployed persons with higher level qualifications (FORDESQ – 72.7%) and in Adult Education and Training courses (80.2%). So far as those initiatives which overall involve a smaller number of people are concerned, there are some that are attended mostly by women, such as Initial Training in Handicrafts and Cultural Heritage Conservation and Education/Training Courses for young people (80%).

On the other hand, men predominate in training initiatives such as Technological Specialisation Courses (81.9%, Vocational Training for Disadvantaged Groups (71.9%), Apprenticeship (62.8%), Continuing Training (55.8%) and Qualifying Training with a view to Integration into the Labour Market (54.4%).

It should be noted that for training initiatives administered at the Vocational Training Centres directly managed by the IEFP, the percentage of women increases to 56%. Women also predominate in Continuing Training, Training for the Unemployed, Adult Education and Training Courses for the Unemployed and training for unemployed persons with higher level qualifications. On the other hand, in the training provided by the Jointly Managed Vocational Training Centres, the proportion of female participants does not exceed 40%. This can be explained above all by reference to the type of training provided, e.g. metallurgy and metalworking, building, electricity and electronics, fishing, etc., i.e. areas traditionally dominated by men.

So far as the training funded by the European Social Fund (ESF), via the various Operational Programs in the Community Support Framework (CSF) III, is concerned, women account for 58% of all participants in initiatives financed by the fund in 2005.

Table 2 • Number of trainees involved in training measures in 2005 according to operational programme and sex

Operational Programmes	N.º of participants involved in 2005 in measures funded by the ESF, by sex				Feminisation rate
	Men	Women	n.s.	Total	
PRODEP	52.564	126.984		179.548	71%
POEFDS	180.000	216.756		396.756	55%
POCI	4.935	5.830		10.765	54%
POSC	36.653	46.968	88.408	172.029	56%
POAGRO	17.400	23.540		40.940	57%
POSAÚDE	12.041	36.511		48.552	75%
PRIME	62.621	44.727		107.348	42%
PO Norte	23.510	32.598		56.108	58%
PO Centro	11.987	13.152		25.139	52%
PORLVT	21.349	21.038		42.387	50%
PORA	3.680	5.720		9.400	71%
PROAlg	1.359	2.511		3.870	65%
PRODESA	2.992	3.007		5.999	50%
POPRAM	3.507	7.141		10.648	67%
TOTAL QCA III	434.598	586.483	88.408	1.109.489	58%

Source • IGFSE.

The feminisation rate is particularly high in POSaúde (75%) and PRODEP (71%), and in PORA (also 71%), and is lower in PRIME (42%). These conclusions are in line with the results of the 2003 *Annual report on monitoring gender equality in the CSF III Operational Programmes*, produced in April 2005 by a team from the Centre of Studies for Social Intervention (CESIS), within the ambit of the Working Group on Equal Opportunities – CSF III, which also contains data regarding the participation of men and women in training initiatives promoted under these Programmes in 2003.

Table 3 • Number of trainees during 2003, according to programme and sex¹

Operational programme	Quantities				Total	
	Men		Women			
	N.º	%	N.º	%	N.º	%
PRODEP²	133.366	73.6	47.822	26.4	181.188	100.0
POEFDS	158.132	52.2	144.665	47.8	302.797	100.0
POAGRO	7.574	48.0	8.197	52.0	15.771	100.0
Saúde XXI	29.943	76.3	9.290	23.7	39.233	100.0
PRIME	23.899	36.5	41.539	63.5	65.438	100.0
PONorte	20.366	56.6	15.630	43.4	35.996	100.0
POCentro	9.342	53.2	8.202	46.8	17.544	100.0
PORLVT	64.286	56.6	49.255	43.4	113.541	100.0
PORAlentejo	4.241	60.3	2.791	39.7	7.032	100.0
PROAlgarve	2.034	68.6	929	31.4	2.963	100.0
PRODESA	9.619	57.9	6.991	42.1	16.610	100.0
POPRAM III	9.257	68.1	4.341	31.9	13.598	100.0
Total	472.059	58.2	339.652	41.8	811.711	100.0

¹ This data does not include information regarding POCTI and POSI, as these do not involve training initiatives.

² The figures regarding this programme include teaching staff and non-teaching staff covered by Measure 5 of PRODEP.

Source • Perista, Heloísa (coord.) e Cabrita, Jorge (Abril 2005) *Relatório Anual 2003 de acompanhamento da temática da igualdade entre mulheres e homens nos Programas Operacionais do QCA III* (Annual report on monitoring gender equality in the CSF III Operational Programmes, CESIS / Working Group on Equal Opportunities – CSF III. The basic information was provided by the European Social Fund Management Institute (IGFSE).

In 2003, of a total of 811,711 trainees approximately 58% were women, which is the same percentage as in 2005. The percentage of female trainees was particularly high in the Health Programme XXI (in excess of 76%) and PRODEP (73.6%), and also in PRO Algarve (68.6%) and POPRAM III (68.1%). The number of female trainees was however far below average in PRIME (36.5%). As has already been mentioned above the high rates of female participation in POSaúde and PRODEP are a natural reflection of the gender structure of employment in these sectors (as analysed in another point of this Report).

The information provided by POEFDS, with regard to the number of men and women who participated in the various measures in 2004 and 2005, is summarised in the following table.

Table 4 • POEFDS – Indicators of physical implementation – 2004 and 2005

Sectors	2004		2005	
	Men	Women	Men	Women
Measure 1.1 – Initial Training which confers Vocational and Educational Certification	17.384	10.899	18.275	11.014
Measure 1.2 – Initial Training for Vocational Qualification	3.267	3.025	2.915	2.678
Measure 2.1 – Continuing Vocational Training Continuous Vocational Training	110.891	125.048	118.946	131.912
Measure 2.2 – Organisational Training and Development	7.369	3.678	11.306	5.958
Measure 3.1 – Training and Improvement of Human Resources in the Public Administration (*)	21.227	32.328	25	5
Measure 4.3 – Training of Employment and Training Experts	4.241	7.766	4.751	8.713
Measure 4.4 – Promotion of Equal Opportunities for Men and Women	438	933	1.640	3.688
Measure 5.1 – Support to social/community development	20.048	30.648	30.800	47.211
Measure 5.2 – Promotion of Social and Occupational Integration of the Disabled	4.710	3.472	4.864	3.913
Measure 5.3 – Promotion of Social and Occupational Integration of Disadvantaged Groups	2.992	6.591	3.352	7.419
Measure 5.4 – Promotion of Integration within the ambit of the Social Employment Market Instruments	8.896	28.363	10.428	30.557
Measure 5.5 – Support to Cooperative Development (jobs created)	20	38	21	24

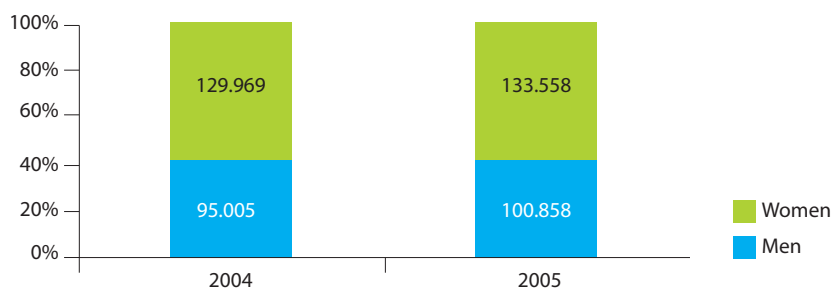
Source • POEFDS.

(*) Training under this measure was transferred to the new Public Administration OP. The indicators for 2005 accordingly refer exclusively to measures carried forward from the previous year, which explains the reduction in relation to 2004.

Generally speaking, the feminisation rate is approximately 55%, which is similar to the 2004 figure (55.6%). It should however be noted that the relative share of men is higher in Measures 1.1, 1.2, 2.2 and 5.2. On the other hand, the feminisation rate is particularly high in measures 4.3, 4.4 (this aspect will be examined in detail later in this report), 5.1, 5.3 and 5.4.

A summary analysis of the overall implementation of all employment and training activities promoted by the IEPF (including Jointly Managed Centres) also shows that the percentage share of men and women did not change significantly between 2004 and 2005. In fact, in 2004, 58% of participants were women while, in 2005, this percentage was 57%.

Chart 18 • Participants in the employment and training measures promoted by the IEPF, by sex



Source • IEPF.

As a complement to this analysis of the participation of men and women in education and training it is worth examining the data available regarding the participation of boys and girls in the various forms of secondary education, which are more oriented towards the continuation of studies or to integration into the labour market. According to the most recent data available, for 2003-2004, from the Education Statistics (Ministry of Education / GIASE), the feminisation rate of enrolments in secondary education, both in private and public schools (which is 52.7% overall) is particularly high in higher education-oriented courses / general courses (57.6%) and is lower in level 3 vocational courses (46.1%), in technical and professional courses/technological courses (42.7%) and above all in education and training courses (30.5%).

So far as the employment measures implemented by the IEPF are concerned, 70.4% of beneficiaries in 2005 were women (71.5% in 2004). This means that women are overrepresented in employment measures, compared with their percentage in registered

unemployment. As we have already noted, unemployment is high among women, but not with such a high relative percentage.

The feminisation rate is particularly significant in employment policy measures, which are more important in terms of beneficiaries and/or financial implementation, such as in the main Social Employment Market measures (an average of 74.1%), in particular, Occupational programmes (POC) (67.8% for occupational programmes for persons in need and 75.5% in occupational programmes for persons on benefit) and in integration companies (in excess of 75% of beneficiaries are also women). In measures such as Local Employment Initiatives aimed at helping families (86.1%) and the Integration Bonus – PFITMADAD (89.7%), the proportion of women is particularly high. However, these measures are of very little significance in terms of the overall number of employment measures in force.

Men are proportionately more represented only in the measure to support the creation of self-employment by unemployed persons in receipt of benefit (63.3%). However, in general terms, the male to female ratio is more balanced as regards the more general Local Employment Initiatives, which cover sectors other than family support services, but even here women account for approximately 55% of the beneficiaries.

In summary, the following table shows that so far as the overall implementation of the main active employment and vocational training policies are concerned, there is a predominance of women among the beneficiaries thereof, which reflects the share of female unemployment in total unemployment during the said period. Women also dominate in most employment measures (with the exception of the creation of self-employment), in the development of occupational activities, in integration companies and also in adult training measures.

Table 5 • Beneficiaries of the main active employment and vocational training policies, in 2005, by gender

Main Employment Measures	Men	Women	Total	% of women
Recruitment aids	335	765	1.100	69.5
Aid for the conversion of employment contracts	92	143	235	60.9
Local Employment Initiatives (LEI)	1.749	2.140	3.889	55.0
Creation of Self-Employment (CPE)	1.018	590	1.608	36.7
Traineeships	6.357	12.701	19.058	66.6
Occupational Programmes for persons on benefit	9.083	28.013	37.096	75.5
Occupational Programmes for persons in need	3.822	8.058	11.880	67.8
Integration Companies	995	3.270	4.265	76.7
Joint orders	1.034	2.138	3.172	67.4
Main training measures				
Apprenticeship	16.481	9.740	26.221	37.1
Education and Training for Young People	4.037	2.134	6.171	34.6
Technological Specialisation Courses (CET)	439	97	536	18.1
Qualification (FORDESQ)	3.102	2.605	5.707	45.6
Adult's training of for skilled unemployed	2.141	5.692	7.833	72.7
Adult's training of for skilled unemployed	414	1.125	1.539	73.1
Adult's Education and Training (unemployed)	1.300	5.281	6.581	80.2
Training for the unemployed	6.582	11.877	18.459	64.3
Training Grants	292	187	479	39.0
Adult's Education and Training Courses for Disadvantaged Groups	284	404	688	58.7
Vocational Training for Disadvantaged Groups	1.467	572	2.039	28.1
Special Training	146	155	301	51.5
Continuing training	32.592	25.863	58.455	44.2
Training Grants	292	187	479	39.0
Total	93.762	123.550	217.312	56.9

Source • IEPF, 2005.



SPECIFIC MEASURES TO PROMOTE GENDER EQUALITY AT WORK, IN EMPLOYMENT AND VOCATIONAL TRAINING

III. SPECIFIC MEASURES TO PROMOTE GENDER EQUALITY AT WORK, IN EMPLOYMENT AND VOCATIONAL TRAINING

1. Resources provided to ensure enforcement of the legislation on equal opportunities for men and women at work, in employment and vocational training

In this point information is provided regarding the various agencies under the auspices of the Ministry of Labour and Social Solidarity, which have powers and duties in the area of equal opportunities, namely: the Commission for Equality in Labour and Employment (CITE), the General-Inspectorate of Labour (IGT), the General-Directorate of Studies, Statistics and Planning (DGEEP), the Institute for Employment and Vocational Training (IEFP) and the EQUAL Community Initiative Management Unit (EQUAL). The dedicated and specific nature of the first (CITE) and the general nature of the others should be noted. The information submitted by the Employment, Training and Social Development Operational Programme (POEFDS), by the Technical Structure for the Coordination of the Technical and Financial Support System for NGOs and the Coordinator of the POEFDS Measure 4.4 Task force and by the European Social Fund Management Institute (IGFSE) was also considered.

CITE

The activity of CITE during 2005, in the exercise of its powers, duties and responsibilities involved the promotion of equality and non-discrimination between men and women at work, in employment and vocational training, in the protection of maternity and paternity and the reconciliation of work and family life, in the public and private sectors.

According to the provisions of n.º 1 of article 498 of Law 35/2004, of 29th July, “the IEFP shall provide the Commission for Equality in Labour and in Employment with administrative support”: n.º 2 of the said article provides further that “the staff and operating costs of the Commission for Equality in Labour and Employment shall be borne by the budget of the IEFP”. As in 2004, the human resources in the service of CITE in 2005 amounted to 20 persons. In addition to the President, this total includes 12 senior officers (nine women and three men); while the other personnel have essentially administrative duties.

CITE also has two lawyers on a retainer and had a financial co-ordinator, who worked within the ambit of projects co-financed by the EU.

The available information so far as material resources are concerned is as follows:

Table 6 • Financial resources of CITE

	CITE/Budget
2004	€ 1.508.632,00
2005	€ 1.432.895,00

Between 2004 and 2005 there was a slight reduction of CITE's budget which is fundamentally a consequence of the budgetary restrictions, which affected most of the public administration fundamentally because of the need to control the government deficit.

IGT

According to the provisions of paragraph a) of number 1 of article 3 of Decree-Law 102/2000, of 2nd June, on the Statute of the General-Inspectorate of Labour (IGT), the General-Inspectorate of Labour is responsible for promoting and monitoring compliance with the laws, regulations and contractual provisions governing working conditions.

In order to perform its inspection duties, the IGT has a network of Labour Inspectors, who are civil servants vested with powers of public authority. This special status also grants this team of professionals an appropriate degree of technical autonomy and independence to perform its activities effectively. Their said special status also involves specific professional conduct and ethics rules.

This status provides the necessary levels of rigour in an activity in which there is discretion in the selection of priorities and modes of action according to results, which show genuine efficacy.

In 2005, the General-Inspectorate of Labour had a total of 32 senior officials (the same as in 2004), and 266 Labour Inspectors throughout mainland Portugal at 32 regional offices and sub-offices.

Table 7 • Evolution of the number of Labour Inspectors, by sex

Year	2001			2002			2003			2004			2005		
	H	W	Total	H	W	Total	H	W	Total	H	W	Total	H	W	Total
N.º of inspectors	158	103	261	153	104	257	159	135	294	148	132	280	136	130	266

Source • IGT.

38 trainee inspectors have undertaken a probationary training period, following the opening of recruitment for renewal of the inspection staff.

DGEEP

DGEEP is a department of the Ministry of Labour and Social Solidarity with responsibilities in the area as of studies, statistics, planning and scientific and technical information to support the formulation, monitoring and evaluation of the ministry's policies.

The principle of equal opportunities for all, and specifically for men and women is reflected and considered in all this agency's activities. This is clear in the various areas of its work, i.e. the provision of statistical information which is broken down according to sex, studies and analyses promoted and/or conducted and publications made available.

It should also be noted that this General-Directorate has, since the outset, collaborated with the working group, which designed and has been perfecting the gender database (<http://www.ine.pt/Pl/genero/Principal.aspx>) based at the National Statistics Institute, and taken part in its work.

III. SPECIFIC MEASURES TO PROMOTE GENDER EQUALITY AT WORK, IN EMPLOYMENT AND VOCATIONAL TRAINING

Table 8 • Number of full-time staff at the DGEEP in 2004 and 2005

Year	2004			2005		
	M	W	Total	M	W	Total
Management	7	16	23	5	14	19
Senior Technical and Computer staff	24	69	93	22	66	88
Technical/technical-professional staff	10	35	45	10	32	42
Administrative staff and others	19	50	69	18	48	66
Total	60	170	230	55	160	215

Source • DGEEP.

In 2005, the DGEEP had a total staff of 215, and although not all worked on Gender Equality issues, due to the cross-cutting nature of gender equality at the General-Directorate, it can nevertheless be said that there are people in each of the departments who deal with gender equality in the various areas of activity.

IEFP

So far as the Institute for Employment and Vocational Training (IEFP) is concerned, a series of measures and programmes have been implemented which directly or indirectly contribute to the promotion of equal opportunities for men and women. These measures and programmes include those summarised below (for further information see the contribution by the IEFP, which is an annex to this report):

- Increase in the financial aids envisaged in various employment measures, whenever there is a net creation of jobs or the conversion of fixed term employment contracts into permanent contracts, in the case of occupations in which gender discrimination appears to be particularly prevalent;
- Local Employment Initiatives aimed at helping families, namely the provision of care services to the elderly, the disabled and their families, child care services and support for domestic activities;
- Inclusion of the issue of equal opportunities for men and women in vocational training and trainer training programmes.
- The grant of a child or dependent care allowance to all beneficiaries of employment and training measures and programmes, who attend training initiatives with both theoretical and practical content.

The main physical and financial data regarding the execution of these and other employment and vocational training measures by the IEFP have already been summarised in the previous point and so will not be referred to again here.

So far as new training practices are concerned, and following the strategy defined since 2003, the National Trainer Training Centre, under the coordination of the IEFP has continued to include various initiatives with a view to include the gender dimension in the training practices, thereby contributing to the development of quality training in line with the values of a democratic society and with one of the PNE guidelines.

Main activities of the NTTC during 2005:

- Continuation of the inclusion of the “Gender Equality” (4H) module in the seven initial pedagogic Trainer Training courses conducted by this unit;
- Dissemination of the reference manual, published in December 2004, “For an Active Citizenship: Gender Equality” (30H) written by Maria do Céu Cunha Rego, which is included in the continuing training offered by the IEFP;
- Participation in the partnership of the “Looking in a different Way” project (Dec. 2004/Feb. 2006), the coordinator of which was the European Vocational Training Association (EVTA). It was possible, on the basis of the reference manual “For an Active Citizenship: Gender Equality” referred to in the preceding paragraph, to structure, produce and publish an e-learning course entitled: “Mainstreaming Gender Equality in the pedagogic Training of Trainers” in Portuguese, English and French on a Moodle platform hosted on the EVTA site and available as part of the continuing training offered by the CNFF, as from November 2006.

POEFDS

Measure 4.4 – Promotion of Equal Opportunities between Men and Women

Measure 4.4 “Promotion of Equal Opportunities between Men and Women”, is part of Line 4 – “Promotion of the Effectiveness and Equity of Employment and Training Policies” of the Employment, Training and Social Development Operational Programme (ETSDOP) and seeks to promote gender equality via both positive actions and the mainstreaming of gender equality in all areas of activity.

In order to do this, the aim is to support interventions that promote the balanced participation of men and women in work, family life and decision-making processes, to create the conditions to change the existing social roles paradigm.

To achieve these objectives, the Measure is structured in three Project Types, which are analysed separately below.

Type 1 – Measures of a structuring nature

This type includes a series of interventions which were implemented in 2005 and can be grouped together in three standard actions:

- Studies, best practices codes, detail aids, databases and other research and analysis tools with regard to gender equality;
- Awareness, information and training actions targeted at strategic publics in the area of equal opportunities;
- Support for the award of the Prestige Award

Two projects within the ambit of the first type of action, conducted by the CIDM – Commission for Equality and Women's Rights, are currently ongoing.

In the context of awareness and training actions targeted at strategic groups in the area of Equal Opportunities, 90 projects involving 4020 participants were supported in 2005, of whom approximately 67% were women. In 2004, 32 projects involving 1056 participants, of whom 68% were women, were supported.

As stated above, and in addition to this type of intervention the type in question also envisages support for the granting of an award to enterprises, co-operatives, associations and other non-profit entities which have developed best-practice policies in the area of equality. This is a non-monetary honorary award.

In 2005, 2 applications were approved within the ambit of this action, one of which was submitted by the CITE – Commission for Equality in Labour and Employment (the "Equality is Quality" award) while the other was submitted by the CIDM – Commission for Equality and Women's Rights (the "Men and Women in the Media" award).

In 2004, 17 entities applied for the “Equality is Quality” Award and 4 were distinguished. Two received the Award (Caixa Económica Montepio Geral and IBM Portuguesa, SA). The other entities (Oracle Portugal, Sistemas de Informação Lda. and Espaço T – Associação para o Apoio à Integração Social e Comunitária) received Honourable Mentions.

Type 2 – Measures to support Equal Opportunities interventions

This type includes a wide range of interventions, which are also grouped into the following types:

- Support for actions involving consultancy and training processes with a view to the implementation of Equal Opportunities Plans, and the development of innovative solutions, which facilitate the reconciliation of work and family life;
- Training measures focusing on the acquisition of technical, social and relational skills, with a view to the acquisition or completion of occupational qualifications in gender segregated areas;
- Support of women entrepreneurs, via the development of training and consultancy/technical assistance to support the creation, development and consolidation of microenterprises and small enterprises by women.

As in the previous year, the first type of action was relatively insignificant in 2005. Only 4 applications received aid in the North Region. 63 people applied for funding, all employed, 48 of whom were women. In 2004, only one application in the Alentejo received aid. 45 people applied for funding, all employed, 33 of whom were women.

Given the multi-dimensional character of the activities undertaken with a view to the creation of Plans for Equal Opportunities between Men and Women by employers it should also be noted that the consultancy component involved 4 entities (compared with 7 in 2004).

However, the demand for funding for the development of training in gender segregated areas, i.e. in actions which fall within the second type of action increased significantly compared with the previous year, as 46 applicants received funding, compared with 11 during the previous

year. The number of trainees involved totalled 1.245. Here too, women predominated and accounted for 76% of all applicants (the feminisation rate in 2004 was 67%).

There was significant demand for the third type of action aimed at promoting entrepreneurship among women via entrepreneurship training or consultancy and technical assistance, to support the creation and development of microenterprises by women, which exceeded the levels last year. Nevertheless there is a discrepancy between the levels of participation in the training component and the consultancy component in which the first significantly exceeds the second.

An analysis of the training component shows that 1.672 women were involved in training initiatives in 2005 (compared with 1.211 in 2004).

The consultancy component involves the preparation of an optional Business Plan, on the basis of which the potential enterprise is created. Start-up support equal to 12 national minimum wages may also be provided.

This intervention also involves setting up interactive support networks (EO Inter-enterprise networks) using IT management tools, to make use of the skills acquired, take advantage of market opportunities and create new business opportunities.

Accordingly, 373 women were involved in consultancy measures. Most of these women were unemployed.

Furthermore, as far as the "EO inter-enterprise networks", "Business Plan and Start-up Support" component is concerned, 131 women participated in the EO network. 139 Business Plans were prepared and 120 enterprises were created during the year, compared with 39 Business Plans and 35 enterprises created in 2004.

Type 3 – Project Type 4.4.3 – Technical and Financial Support Measures for NGOs, 4.4.3.1.
Type of action – Technical and Financial Support Systems for NGOs – Background and Objectives

Type of action 4.4.3.1. The Technical and Financial Support System for NGOs has been implemented within the context of a Programme-Contract between the Manager of POEFDS and the Commission for Equality and Women's Rights which is responsible for the management of the Small Subvention for NGOs for 2003-2005. The purpose of the Small Subvention for NGOs is to support the work of NGOs and other non-profit associations, which are active in the area of gender equality, and enhance their capacity, in order to increase the ability of women to participate in economic and social activity and to encourage the full exercise of their citizenship via the implementation of their rights.

The implementation of the programme-contract commenced on 1st February 2003. The CIDM is responsible for the technical, administrative and financial management of the Small Subvention, namely:

- a) To publicise the project type;
- b) To receive, analyse and approve proposals submitted by NGOs in accordance with the project type and the applicable national and community legislation;
- c) To ensure that the NGOs' proposals and actions comply with the general access and eligibility conditions stipulated in the regulations;
- d) To ensure that the objectives in the POEFDS and complementary programmes with regard to the project type are met;
- e) To ensure payment requests comply with approved projects or actions;
- f) To establish adequate internal control procedures ensuring compliance with the funding application and payment procedures with the applicable rules, without prejudice to the powers of the POEFDS manager;
- g) To ensure the collection and processing of data with regard to the implementation of projects or actions with a view to the monitoring and interim and final evaluation of POEFDS;
- h) To take the measures necessary to remedy any irregularities, without prejudice to the powers of the manager of POEFDS in such matters.

Following financial rescheduling in 2004 and 2005, to reflect the alterations in the implementation rates for the funded projects, the initial Programme-Contract allocation was raised to €10.102.931,04 for 2005.

Joint Ministerial Order 199/03 of 25th February established a working team for the technical, administrative and financial coordination of the Small Subvention for NGOs, composed of one coordinator, four senior technical staff and one secretary, in order to comply with the obligations assumed by the CIDM in the management of this action.

The powers and duties of this Technical Coordination team as defined in the Programme Contract are as follows:

- the publicising of the Small Subvention at local and regional level;
- the reception, analysis and approval of applications;
- the monitoring and technical support of recipient entities;
- the collection and processing of physical, financial and statistical data;
- the maintenance of an information system;
- the processing of physical and financial information and the preparation of implementation reports.

A methodology comprising three phases was developed to analyse and select applications i) a Formal Evaluation of the Application, involving the collection, organisation, collation and weighting of objective, factual and tangible information demonstrating the entities' status in relation to the requirements, skills and objectives defined; ii) Technical and Qualitative Evaluation, involving the analysis of applications in accordance with the selection criteria detailed above; iii) Financial Evaluation of the project on the basis of three aspects: feasibility, reasonableness and future sustainability. This process results in the preparation of exhaustive Technical and Financial Reports on which the decisions proposed are based.

The Programme-Contract envisaged three application phases for this Type, i.e., 2 periods in 2003 (15th February to 15th March and 15th November 2003 to 16th January 2004, in which 39 and 42 projects were submitted respectively and 24 and 25 applications were approved. In the final phase of applications, i.e. the third period (15th November to 15th December 2004) 51 projects were submitted and 46 were approved.

In 2005, there was no call for application, given the number of applications received previously and the financial resources available to support actions in this area.

However, as the overall delivery rate was still relatively low in the second half of that year (36.6%), a direct invitation to submit applications by 20th October was made to 14 entities which only had one project funded by SATF – ONG, but had attained a physical

implementation rate of 65% or more, and a financial implementation rate of 70% or more, thereby proving that they had the technical and organisational capacity to comply with the objectives of the Small Subvention.

The following criteria were established for the applications submitted:

- a 1-year duration (1st January to 31st December 2006);
- maximum funding of €125.000 (one hundred and twenty-five thousand euros) and a minimum of: €25.000 (twenty-five thousand euros)

Only one of the 14 entities invited did not submit an application, 4 of which were approved.

The entities were provided with technical support and monitored in all phases of the project cycle, including the preparation of applications, via information sessions regarding the regulations, application procedures and the provision of the necessary clarifications at pre-established times. This process also included the production of support materials, i.e. tools to facilitate access by the entities to this funding system. Within the ambit of the Technical and Financial Support System for NGOs, information measures regarding the funding procedure and 3 cycles of sessions on the topics of Violence, Reconciliation of Family Life and Work and Power and Decision-Making were also held, to promote reflection and exchange experience.

The monitoring and technical support methodology was, from the outset, viewed in a strategic and cross-cutting context, to the extent that it was a fundamental aspect for the implementation of the various phases of the projects, i.e. from the design and the definition of the performance and impact indicators, to the evaluation and scope of the results, within a context of constant interaction between the “working team” and the recipient entities involved.

Within the ambit of the funding contracted, the CIDM ensured the transfer of the sums approved in the funding application to the Recipient Entities in the form of both advances and reimbursements. This involved ongoing accounting work which make up a substantial part of the overall activities.

This work included the processing of advances, as determined by the approval of funding applications, which resulted in the signing of a contract between the CIDM and the Recipient Entities, and, in subsequent years, following the submission and approval of the Implementation Reports with regard to previous years and verification of the eligibility of the

expenses included in reimbursement applications. It should be noted that a major part of this activity involved informing and advising the entities with a view to the inclusion of the proper information and documents in the applications made.

The Technical and Financial Support System for NGOs is specifically targeted at non-profit associations with fragile organisational structures and reduced access to community funding, which are accordingly less able to pursue their strategic objectives. Of the 72 entities funded in the context of approved applications to the SATF – ONG, in the 1st, 2nd and 3rd phases are 18 Women's NGOs on the Advisory Council of the CIDM; 19 are Private Charitable Institutions (IPSS), 16 are Local Development Associations, 11 Others and 8 Development NGOs.

It is estimated that the direct and indirect beneficiaries of the various interventions in relation to all projects amounted to approximately 400.000 persons.

These beneficiaries can be subdivided into two major groups – (1) strategic publics, including, inter alia, members of the teaching professions, elected members of local authorities and local authority staff, managers and staff of charitable institutions, associations and enterprises, and (2) groups and communities that are particularly socially disadvantaged, including unemployed women, single-parent families, immigrant communities, victims of domestic violence, recipients of social integration benefit, inter alia, all of whom fall within the objectives of the Small Subvention.

In 2005, “work, employment and vocational training” (58 projects), “violence” (55 projects), “reconciliation” (68 projects) and “power and decision-making” (48 projects), continued to be the areas with the largest number of interventions.

The areas in which there was less demand were linked to actions on “human rights and migrations” (29 projects) and “culture, health and sport” (35 projects).

In the case of “human rights and migrations” the demand increased as from 2004, reflecting the increased social visibility of this issue.

The impact of the 95 projects ongoing during 2005, of which 25 terminated during that year, on the general objectives of the Small Subvention, is significantly positive both in terms of the institutions and also in terms of citizenship and equal opportunities for men and women, in the communities which have benefited from measures under the projects.

So far as geographic scope is concerned, interventions in the Northern Region (31 projects) predominated among the total number of projects approved, followed by the Central Region (19) and the Alentejo (11). The Region with the least number of projects was the Algarve (6). There were no projects in the Lisbon region as this type of action is supported by POEFDS, which does not cover the Lisbon region as it is covered by the POLVT.

The projects financed by the Small Subvention created 294 jobs, 155 in the Northern Region, 72 in the Central Region, 45 in the Alentejo and 55 in the Algarve.

The projects funded also contributed to the establishment of innumerable partnerships, i.e. with Municipal Councils, Community Councils, Health Centres, Courts, Police Forces, schools and other entities, proving that there is current interest in Gender Equality issues. The interest demonstrated both by those working on the projects and by the beneficiaries thereof is evident from the great number of products developed, which will be validated and disseminated.

The potential of this model of the SATF – ONG in terms of the replication thereof in other Measures, provided that the administrative/financial component is altered in order to make it less bureaucratic, has been recognized in the External Evaluation Study carried out by Quaternaire Portugal. The impacts of the Technical and Financial Support System for NGOs / Small Subvention were assessed as being very positive both in terms of institutions and in terms of citizenship and equal opportunities for men and women, in the communities which have benefited from the measures under the projects. It should also be noted that this process has obliged the entities in question to adopt a more rigorous approach to the issue of Equality and has mobilised them to mainstream equality in all areas of their activities.

It is evident from the number of partnerships and products created that this funding has resulted in an increased empowerment of the entities towards the achievement of the project objectives and the territorial consolidation thereof, which is in line with Type 4.4.3.1. There was also a substantive increase in the physical, and therefore financial, implementation capacity of the entities, which changed from a worryingly low level of implementation to a high level of implementation.

In addition to the physical implementation indicators analysed above in detail, it is also necessary to provide some summarised information with regard to the financial implementation indicators of Measure 4.4.

The following table, which relates to 2004, shows the weight of each of the Types in the overall implementation of the Measure:

**Table 9 • Financial implementation (total public expenditure) of Measure 4.4,
by project type, in 2004 and 2005**

Project Type	2004		2005	
	Implementation	%	Implementation	%
Type 4.4.1. Measures of a structuring nature	385.441,66	9.3	1.179.220,22	8.6
Type 4.4.2. Measures to support Equal Opportunities interventions	2.273.244,85	54.7	8.900.205,60	64.8
Type 4.4.3. Technical and Financial Support Measures for NGOs	1.497.244,39	36.0	3.646.159,33	26.6
Total	4.155.927,90	100	13.725.585,15	100

Source • POEFDS Implementation Report.

As can be seen from the above table, in 2004, the implementation of the Measure concentrated mostly on Type 4.4.2, with a financial weight of 54.7%. Type 4.4.3, which only includes aid within the ambit of the Small Subvention, made a 36% contribution to the overall implementation of the Measure. In 2005, the implementation of the Measure was even more concentrated on Type 4.4.2, with a financial weight of 64.84%. Type 4.4.3 declined in relative terms, compared with 2004 and its contribution to the overall implementation of the Measure was 26.55%.

EQUAL

The EQUAL Community Initiative is a programme funded by the European Social Fund, during the 2000-2006 period, to combat discrimination in the labour market and in access to employment by supporting innovative projects developed by entities associated in Development Partnerships.

EQUAL projects must comply with the following requirements: work in partnership, innovation, empowerment, gender equality, involvement of enterprises, product orientation, transnational cooperation, dissemination/incorporation of the innovation produced.

The Initiative is organised around five major priorities: employability, entrepreneurship, adaptability, equal opportunities, and asylum seekers, in accordance with the structure of the National Plan for Employment. It should also be noted that projects based on the Programme's other priorities, other than equal opportunities, are required to incorporate the gender dimension.

The Programme had two application phases, 2001 and 2004. Each project is broken down into 3 Actions: Action 1, with a duration of six months, is for identifying needs, setting up the Development Partnership, the Transnational Partnership and consolidating the project; Action 2, which has a 2-year duration is the phase where the project is developed; and Action 3, which has a 12-month duration, involves the dissemination/transfer/incorporation of the innovation produced. The transition from an Action to the following Action is subject to confirmation via the submission of a specific application.

Having contextualised the Programme, the difficulties involved in isolating the data for physical implementation only in 2005 become evident, as the projects in question extend over several years. The financial information (approvals and implementation) refers exclusively to 2005 and to the Equal Opportunities Priority, as it was possible to deal with it separately.

Finally, the work done by the management of the Programme to support the Development Partnerships in the operationalisation of the principle of gender equality is noteworthy.

A leaflet was produced regarding the promotion of gender equality in Actions 2 and 3 to help the Development Partnerships integrate the gender issue into their projects. A Memo (n.º 2) was produced, entitled "Gender Equality in EQUAL Development Partnerships" (January 2005), to assist these Partnerships integrate the gender perspective in the design of the projects during Action 1.

The Guide for self-evaluation of the projects includes specific indicators regarding this matter. In the review of the Grid to be used in the validation of the Second Phase products, gender equality was one of the criteria which was made more explicit. The European Guide on gender equality, to which CITE contributed, was also made available.

Among the vast range of information available, the following two tables illustrate the human and material resources allocated to the implementation of the projects within the “Equal Opportunities” priority.

Table 11 • EQUAL 1st Phase – Action 2: Number of persons involved in the project teams, by sex and priority measure and intervention area

Priority (P), Measure (M) and Intervention Area (IA)	Total persons	Number of persons per project (Average)
P 4. Equal opportunities	427	42.7
M 4.1 – IA 4.1.1 Reconciliation	197	39.4
M 4.2 – IA 4.2.1 Elimination of discrimination	230	46.0

Source • SIIFSE, April 2006 (N= 102 DP; N=3,593 persons).

The table above shows that these projects teams (in the 1st phase – Action 2 of EQUAL) involved a total of 427 people, 230 of whom in the area of elimination of discrimination and 197 in the area of reconciliation.

In financial terms, (cf. the following table), the implementation rate in 2005 is 53.5% with a planned total of approximately 3.950.000 euros, and a total amount approved of 1.970.000 euros.

**Table 12 • Approvals and Implementation Statement in relation
to the Programme Allocation in 2005**

Priority 4 Equal Opportunities	2005										
	Planning			Approvals			Approval Rate Approved/ Planned	Implementation			Implementation Rate Implemented/ Planned
	Total Cost	DPT	ESF	Total Cost	DPT	ESF	Public Expenditure	Total Cost	DPT	ESF	Public expenditure (%)
Measure 4.1.- Reconciliation of work and family life	2.370.182,00	2.346.480,00	1.759.860,00	1.400.468,19	1.397.516,82	1.048.137,65	59,6%	1.450.559,34	1.446.951,27	1.085.213,50	61,7%
Measure 4.2.- Reduce gender gaps	1.580.121,00	1.564.320,00	1.173.240,00	569.531,28	567.735,38	425.801,57	36,3%	646.408,16	645.602,32	484.201,64	41,3%
TOTAL	3.950.303,00	3.910.800,00	2.933.100,00	1.969.999,47	1.965.252,20	1.473.939,22	50,3%	2.096.967,50	2.092.553,59	1.569.415,14	53,5%

Source • EQUAL Community Initiative Management Unit.

2. Inspections conducted with regard to compliance with the legislation on equal opportunities for men and women at work, in employment and vocational training

The General-Inspectorate of Labour is responsible for checking compliance with the legal provisions regarding equality and non-discrimination. The right to equal opportunities and treatment applies to access to employment, training and promotion and working conditions.

Discrimination is prohibited on various grounds, i.e. extraction, age, sex, sexual orientation, civil status, family situation, genetic heritage, reduced capacity for work, disability or chronic illness, nationality, ethnic origin, religion, political or ideological convictions and trade union membership (see point II.I).

In the area of discrimination in general and gender discrimination in particular, the IGT has preferred a pedagogic approach (information, creation of awareness, and guidance), so that employers become aware of their duties, such as the duty to inform as enshrined in article 31 of Law 35/2004 of 29/7 (the duty to display information in the workplace regarding the rights and duties of workers in matters of equality and non-discrimination).

In 2005, the IGT's inspection activity was organised around two fundamental ideas, which are cross-cutting to all activity sectors, the promotion of decent work and the reduction of serious injuries and deaths in the workplace. By promoting decent work, the IGT aims to draw attention to the concerns raised by the ILO.

This concept includes four fundamental strategic objectives:

- Promotion of standards and fundamental principles and rights at work.
- Creating greater opportunities for women and men to secure decent employments and incomes.
- Enhancing the coverage and effectiveness of social protection for all.
- Strengthening tripartism and social dialogue.

In this context, particular attention is given during inspection visits to more vulnerable groups of workers, i.e. women, children and temporary employees, who are per se potential targets of discrimination.

In accordance with the IGT's activities plan, in 2005, compliance with the legislation regarding equal opportunities for men and women at work, in 2005, was checked 1087 times (546 visits with regard to gender discrimination and 540 visits with regard to discrimination in general) by the Labour Inspectors in the course of their inspection duties. In 2004 these matters were the subject of 814 checks.

Also, in 2005 there were 1540 inspection and events with regard to the protection of maternity and paternity.

As a consequence of the inspections effected, 22 enforcement notices were issued on the grounds of breach of the legislation which provides for the right to equality and non-discrimination. Most of the offences committed amounted to very serious offences punishable by the imposition of a fine of between 20²³ and 600 Units of Account, according to the turnover of the enterprise and the degree of blame attaching to the offender.

3. Criteria applied in the selection of control and inspection measures

As was referred to above, equal opportunities for men and women is a priority in the work of the General-Inspectorate of Labour. Control and inspection measures are primarily pro-active in nature and are essentially preventive, seeking to provide information and advice as defined in the IGT's annual plan of activities, but can also be reactive as a consequence of complaints submitted, according to the seriousness of the situation complained of, inter alia.

The inspection action plan has been organised around two fundamental ideas: the promotion of decent work and the reduction of industrial accidents and occupational diseases, which are fundamental aspects of the quality of work. Accordingly, these are strategic guidelines for defining the proactive inspection control measures together with the provision of information and technical advice to employers and employees by the regional offices of the IGT, in the workplace and elsewhere.

The concept of decent work, as defined by the International Labour Organisation, with regard to the challenges faced by labour in the light of the globalisation of the economy, involves four fundamental strategic objectives of which one is specifically related to questions of gender equality, i.e.:

- i) Promotion of standards and fundamental principles and rights at work.
- ii) Creating greater opportunities for women and men to secure decent employments and incomes.

²³ The value of a Unit of account for the period 2004-2006 is 89 euros.

- iii) Enhancing the coverage and effectiveness of social protection for all.
- iv) Strengthening tripartism and social dialogue.

It is important, in this context to identify the operational objectives that underpin the proactive activity of the IGT, and determine its specific contribution to the achievement of the strategic objectives referred to above, so that they become recognized as such and internalised by the target groups, as a consequence of consistent inspection activity in the workplace.

The IGT's activity is organised around a series of cross-cutting and sectoral activities. The former make it possible to carry out inspections in economic activities that are selected based on indications provided centrally. However inspections are programmed by the regional offices, on the basis of their direct knowledge of the local social and employment situation. The latter involves intervention in those economic activities in which industrial accidents are most frequent.

As follows from the Statute of the General-Inspectorate of Labour, inspections are carried out with a view to promote the improvement of working conditions and ensure compliance with the legal provisions, which fall within its competence. Information and technical advice are provided to the various partners in the labour relationship in the course of the inspection work.

Sanctions are imposed in accordance with the provisions of article 6 of Decree-Law 102/2000, of 2nd June, when a Labour Inspector finds that there is infringement of the provisions which fall within his/her competence.

In 2005, the following visits took place:

- Proactive action – 1.087 inspection visits;
- Reactive action (dependent on the number of complaints submitted regarding the matter in question) – 370 inspection visits.

4. Analysis of the complaints submitted with regard to breaches of the legislation on equal opportunities for men and women at work, in employment and vocational training

This point provides information regarding the various agencies with the specific powers and duties in this area, namely: the General-Inspectorate of Labour (IGT) and the Commission for Equality in Labour and Employment (CITE).

IGT

During 2005, 370 complaints regarding discrimination were submitted to the IGT, of which 62 referred specifically to sex discrimination. In 2004, the information available shows that of the 347 complaints made regarding discrimination at the request of Trade Unions, approximately 24 were specifically related to sex discrimination and 63 of the 602 complaints submitted by workers were specifically related to sex discrimination.

An analysis of the complaints made according to economic activity code in 2005 (cf. following table) shows that manufacturing, wholesale and retail trade and repair of motor vehicles, real estate, renting and business activities are the sectors in which there were the greatest number of complaints.

So far as the geographic distribution of complaints is concerned, the largest number of complaints was submitted in the regional offices of the General-Inspectorate of Labour in Castelo Branco, Setúbal and Vila Franca de Xira.

Table 13 • Sex Discrimination by Economic Activity Code

A – Agriculture, Hunting, Forestry	1
D – Manufacturing	18
F – Construction	5
G – Wholesale and Retail Trade, Repair of Motor Vehicles	13
H – Hotels and Restaurants (Restaurants and Similar Establishments)	4
I – Transport, Storage and Communication	2
J – Financial Intermediation	1
K – Real Estate, Renting and Business Activities	10
O – Other Community, Social and Personal Service Activities	6
P – Private Households with Employed Persons	1
Total	61

Source • IGT.

In the area of discrimination in general and gender discrimination in particular, the IGT has placed an emphasis on a pedagogic approach (information, creation of awareness and guidance), so that employers become aware of their duties in this area.

At all its regional offices and at the “Lojas do Cidadão” (one stop shops), the IGT provides customised information and advice to workers, employers and their representative organisations, and refers complaints in all the areas which fall within its remit, including gender discrimination issues.

Following the inspections carried out with regard to gender discrimination, either as a consequence of proactive visits or as a result of a reactive visit (depending on the number of complaints submitted regarding the issue), 22 enforcement notices were issued and the corresponding enforcement proceedings were commenced, for breach of the provisions on the right to equality and non-discrimination.

The offences committed mostly amount to very serious administrative offences, which are punished by the imposition of fines from 20 to 600 Units of Account (the value of a unit of account during the period to 2004-2005, was 89), depending on the turnover of the enterprise and the degree of blame attaching to the offender.

CITE

During 2005, CITE received 29 complaints: 4 alleging breach of the legislation on equality, 21 in respect of breaches of the legislation protecting maternity (of which, more than 38% related to the non-renewal of fixed-term contracts of pregnant workers, workers following childbirth and while breastfeeding), 2 in respect of breaches of the legislation protecting paternity and 2 related to matters which do not fall within the competences of CITE.

**Table 14 • Complaints submitted to CITE in 2005,
and the follow-up thereof, according to subject matter, in 2005**

Matter		N.º
Equality	Alteration of working hours	1
	Sex discrimination in access to employment	1
	Sex discrimination at work	1
	Sexual harassment	1
	Subtotal	4
Maternity	Wrongful dismissal of pregnant worker	2
	Dismissal of pregnant worker-domestic service	1
	Breastfeeding leave	2
	Removal from duties because of pregnancy	1
	Minor care leave	2
	Maternity leave	5
	Non-renewal of fixed-term employment contracts with pregnant workers, workers who have recently given birth or who are breastfeeding	8
	Subtotal	21
Paternity	Flexitime	1
	Parental leave	1
	Subtotal	2
Outside CITE's competence		2
Total		29

Source • CITE.

By way of comparison, during 2004 CITE received 53 complaints, of which 15 concerned breach of the legislation on equality, 25 concerned breach of the legislation protecting maternity, 12 were in respect of breaches of the legislation protecting paternity and 2 related to matters, which do not fall within CITE's remit.

The distribution of complaints according to occupation is very dispersed and involves a wide range of occupations (a total of 23).

So far as distribution by district is concerned, 52% of the complaints submitted were from the Lisbon district, followed by the district of Oporto (17%). The other districts in which complaints were made – Aveiro, Braga, Coimbra, Évora, Faro, Leiria, Setúbal and Viseu – had a much lower rate (between one and two complaints).

So far as the follow-up by CITE of the complaints submitted is concerned, the other party against whom the complaint is made is generally always heard and given the opportunity to make representations. All the information available is considered, after which CITE gives its opinion and recommends the procedure it considers to be appropriate to the case. The following table, with regard to 2005, summarises the complaints submitted to CITE, which fall within its remit, and the follow-up in respect thereof²⁴.

²⁴ *In those cases in which this was possible.*

**Table 15 • Complaints submitted to CITE and the follow-up thereof,
according to subject matter, in 2005**

	Matter	Follow-up
Equality	Possible sex discrimination in recruitment. Sexual harassment.	Awaiting response from employer. Awaiting further communication from the worker.
	Sex discrimination in access to employment.	The enterprise ceased to impose different conditions for male and female workers.
Maternity	Alteration of working hours.	CITE informed the complainant as to the provisions of the law regarding the matter.
	Alteration of working conditions because of maternity.	The worker later informed CITE that the problem had been resolved. Subsequently the worker sent a copy of the employment contract and requested information regarding a possible application for flexible hours, which CITE provided.
	Failure to recognise the right to leave of absence for breastfeeding.	The intervention of the IGT was requested, which reported that no discriminatory practices had been identified.
	Dismissal of a pregnant worker (domestic service).	Trade Union was informed of the existence of an opinion by CITE regarding the matter.
	Discrimination against a pregnant worker because of failure to recognise the right to work seven hours during pregnancy.	Information n.º 75/CITE/2005, which was sent to the enterprise and to the IGT.
	Possible sex discrimination as a consequence of reduction/non-existence of duties on return from maternity leave.	Information n.º 20/CITE/2006 sent to the enterprise and the IGT.
	Possible sex discrimination as a consequence of alteration of duties on return from maternity leave.	Awaiting the completion of the opinion.

**Table 15 • Complaints submitted to CITE and the follow-up thereof,
according to subject matter, in 2005 (Cont.)**

	Matter	Follow-up
Maternity	Non-exercise of the right to continuous working day.	The worker resigned on 2/11/06. Awaiting a decision to close the file taken by a meeting of CITE.
	Working hours of a pregnant worker. The enterprise allegedly does not permit the worker to work seven hours a day rather than eight hours a day contrary to the provisions of the collective bargaining agreement applicable to the sector.	CITE sent an official note to the enterprise informing it of the applicable legislation and requesting you to comment on the possible violation of the worker's rights. Subsequently, CITE received a letter from the enterprise which stated that the worker had in fact been misinformed with regard to her rights and that the situation was now resolved, including the situation regarding another worker.
	Discrimination on grounds of maternity.	Awaiting examination of the reply of the worker's lawyer to the enterprises's response to the complaint submitted to CITE by the said lawyer.
	Deduction of shift-work and patrol bonuses on grounds of pregnancy.	Awaiting response from employer.
	Preliminary opinion in the case of non-renewal of a fixed term contract, on the grounds of maternity.	Awaiting response from the worker.
	Illegal dismissal on the grounds of pregnancy.	The complainant was informed of her rights, i.e. to right challenge the said dismissal in the courts.
	Pay deduction with regard to breastfeeding.	The worker was informed of her rights. There was no subsequent contact.
	Invalid dismissal of a pregnant worker, because of failure to seek of the preliminary opinion of CITE.	The IGT was informed. The IGT sent CITE an official note informing it of the agreement to terminate the employment contract.

Table 15 • Complaints submitted to CITE and the follow-up, according to matter, in 2005 (Cont.)

	Matter	Follow-up
Maternity	Complaint regarding absences from work in order to care for children and payment of Christmas bonus.	The organisation which represents the complainant was informed in writing. There has been no further contact with the said organisation.
	Reduction of working hours in order to care for a disabled person.	Awaiting an opinion of the Secretary of State for Education before issuing an opinion.
	Alleged discrimination on the grounds of alteration of a female worker's duties.	Awaiting the preparation of a draft opinion.
	Non-payment of a good work attendance bonus to a male worker, who took part of the maternity/paternity leave entitlement.	CITE provided the complainant entity with the appropriate information.
	Prevented from taking advantage of worker-student status.	Awaiting a reply from the complainant before approaching the employer.
	Non-payment of 15 days parental leave.	Awaiting response from CITE.
	Flexitime working.	The complainant was informed regarding the applicability of this regime to civil servants.

Source • CITE.

IV

ACTIVITIES OF THE COMMISSION FOR EQUALITY IN LABOUR AND EMPLOYMENT TO PROMOTE GENDER EQUALITY AND COMBAT DISCRIMINATION

IV. ACTIVITIES OF THE COMMISSION FOR EQUALITY IN LABOUR AND EMPLOYMENT TO PROMOTE GENDER EQUALITY AND COMBAT DISCRIMINATION

The specific nature of the issues of gender equality and non-discrimination between men and women in the labour market justifies the existence of an agency, which is dedicated to the promotion of gender equality in this context, formed by representatives of the Public Administration, trade unions and employers associations – the Commission for Equality in Labour and in Employment (CITE).

CITE was initially established by Decree-the Law 329/79, of 20th December to promote the application of the provisions of that law which sought to guarantee equal opportunities and treatment for women and men at work and in employment, as a consequence of the right to work enshrined in the Constitution of the Portuguese Republic. Its current objectives are to promote equality and non-discrimination between men and women at work, in employment and vocational training, the protection of maternity and paternity and the reconciliation of work and family life in the private and public sectors.

CITE has a broad range of powers in order to pursue its objectives, namely:

- a) To recommend the adoption of legislative and administrative measures to the minister responsible for employment and to the minister responsible for the Public Administration, with a view to improve the application of the legal provisions regarding equality and non-discrimination between men and women at work, in employment and vocational training, protection of maternity and paternity and reconciliation of work and family life;
- b) To promote the conduct of studies and investigation with a view to the elimination of discrimination against women at work and in employment;
- c) To encourage and promote measures to publicise the legislation on equality and non-discrimination, protection of maternity and paternity and reconciliation of work and family life;
- d) To issue opinions with regard to equality at work and in employment, whenever it so requested by the General-Inspectorate of Labour, the courts, ministries, trade unions and employers associations or by any interested party;
- e) To issue an opinion prior to the dismissal of pregnant workers, workers who have recently given birth and who are breastfeeding;
- f) To issue a prior opinion in the event that the employer intends to refuse to authorise part-time or flexitime working by workers with children less than 12 years of age;

- g) Immediately to communicate opinions of the Commission, which confirm or indicate the existence of discriminatory labour practices to the General-Inspectorate of Labour, with a view to inspection action, which may involve Commission staff;
- h) To visit workplaces or to request the General-Inspectorate of Labour to visit workplaces with a view to proving the existence of discriminatory practices;
- i) To organise a register of the court decisions sent to it by the courts, with regard to equality and non-discrimination between men and women at work, in employment and vocational training, and to provide information regarding any final decision;
- j) To review notices given by employers of the non-renewal of fixed-term employment contracts whenever a pregnant worker, a worker who has recently given birth or who is breastfeeding is involved.

In addition to issuing opinions regarding equality at work and in employment and preliminary opinions with regard to the dismissal of pregnant workers, workers who have recently given birth or who are breastfeeding (which have increased because of the obligatory nature thereof), and in cases of refusal by employers to authorise part-time or flexitime working by workers with children aged less than 12 years old (a total of 75 in 2005 and 83 in 2006), CITE has always worked intensely in the area of research (which is obvious from the works it has published) and the creation of awareness among strategic groups (which is assisted by the fact that it provides a framework for social dialogue). The view taken is that even a constant dissemination of information and the legislation on equality and non-discrimination, the protection of maternity and paternity and the reconciliation of work and family life (whether via its website www.cite.gov.pt or on-site and replies to enquiries received in writing and by telephone – FREEPHONE), and even involvement in radio and television programmes, is not per se sufficient for the achievement of CITE's ultimate objectives. CITE has contributed to identifying and tackling the causes of discrimination against women at work and in employment with a view to creating individual awareness and a social environment that promote the implementation of equality and are likely to alter the structural conditions under which the general acceptance of sex discrimination continues to exist.

CITE has accordingly been promoting measures to raise awareness among and train strategic groups, such as trainers, businessmen and women, managers, human resources officers, business consultants and auditors. Particularly noteworthy is the relationship established, in 1998, with the Centro de Estudos Judiciários (training of judicial auditors), and in 1999, with the Institute for the Development and Inspection of Working.

Conditions (IDICT) (training of Labour inspectors), with a view to mainstreaming the principle of gender equality in all areas of the labour market and in the corresponding regulatory mechanisms.

The participation of CITE in the DELFIM Subproject "Equal Opportunities between Men and Women" (2000) resulted in the creation of a trainers training frame of reference on gender equality, "Trainer Training Manual on gender Equality", and two series of videos "A Regular Family" and "Gender Equality", and other validated teaching resources with a multiplying effect, which were distributed selectively to entities and trainers accordingly. Other agencies, such as the IEFP (Institute for Employment and Vocational Training), acting within their areas of competence currently promote trainer training in gender equality and have created a solid network of specialists and active and supportive resources which can be called upon to collaborate at any time in the conduct of activities to promote equality.

In accordance with this line of action, between 2005 and 2006 with a projected continuation in 2007, years in which its financial resources were increased (in 2006 by 4% more than in 2005 and by approximately 48% more in 2007 than in 2006²⁵), CITE was/is a partner, on various bases, in the following projects funded by the EQUAL Community Initiative:

- Social dialogue and equality in enterprises;
- Revaluing work to promote equality;
- Training for equality;
- Migrations and development;
- Acting Pro(e)quality;
- Different publics – equal opportunities.

Because of the significance and extent of its funding (€1.153.750,38 – one million one hundred and fifty-three thousand seven hundred and fifty euros and thirty-eight cents), the "Social Dialogue and Equality in Enterprises" Project is particularly noteworthy. CITE became the Coordinator of the Development Partnership (DP), at the beginning of 2006, of Action 2 of this project, in an attempt to respond to a generic problem identified in the day-to-day work of CITE: i.e. the existence of difficulties in the recognition and promotion of gender equality by enterprises and other employers.

²⁵ In 2006 the CITE's total budget was 1.489.999,00 €.

In 2007, the total budget is 589.147,35 € (as a consequence of order n.º 1327). Application is to be made for a special line of credit in the sum of 2.208.004,98 €.

It is hoped the Project's following objectives will be achieved via the subsequent dissemination of the products to be created during the 24 months duration of Action 2: i.e. the self-assessment guide to gender equality for enterprises, the training Frame of reference on gender equality for consultants and auditors, gender indicators in the context of corporate social responsibility, and the guide to encourage best practices, i.e.:

- To support enterprises in the promotion of equality and non-discrimination between men and women, namely with regard to the enterprises duty to inform;
- To strengthen their mechanisms for encouraging, recognising, monitoring and publicising practices which promote gender equality in the workplace;
- To strengthen the gender dimension within corporate social responsibility and the certification thereof

Being aware of everyday realities, CITE has, since 2000, been honouring enterprises and other organisations with best policies in the area of Equal Opportunities between Men and Women via the "Equality is Quality" Award. Over the successive editions of the award there were more than 160 applicants, enterprises and organisations that incorporate social responsibility into their organisational culture and are living examples of the implementation of the legal principles, which CITE promotes and publicises on a daily basis.



SOME FINAL COMMENTS

V. SOME FINAL COMMENTS

Referring again to some of the comments made in II.2 regarding the statistical data on the situation of men and women at work, in employment and vocational training, by way of conclusion, it is noted that, in 2005, the marked trend towards an increase in the female activity and employment rates continued, at the same time as the trend in relation to men is inverse, i.e. declining. The very much more marked and constant growth of the female active and employed populations, while there is a more moderate growth, and even some decline, in the last three years, of the male active and employed population, has made a decisive contribution to the phenomenon referred to above.

The extent of the implementation of gender equality at work, in employment and vocational training can accordingly be comprehended much better after a rapid review of the evolution of employment and unemployment rates during the last five years²⁶, as a key indicator for the European Employment Strategy. As is stated above the evolution of these rates during the last five years reflects a strong growth of female employment, alongside the persistence of a high female unemployment rate.

The female employment rate in Portugal has in fact grown from 61.3% in 2001, to 61.7% in 2005, (compared with a decline from 76.7% to 73.4% in the case of men). It should also be noted that not only is this indicator clearly above the European average, but it also exceeds the target fixed for the female employment rate in the European Union, 57% by 2005 and 60% by 2010 (this indicator was already 58.2%, in 1998).

The growth of female employment is not however sufficient to absorb the even greater growth of the corresponding active population. This is one of the fundamental factors which explains why unemployment continues to affect women more than men, as is reflected in the fact that the female unemployment rate is higher than the male rate and also that more women are registered as unemployed. The fact is that the female unemployment rate has been persistently higher than the male unemployment rate in a context in which the overall performance of this indicator has been negative. The female unemployment rate rose from 5% in 2001 to 8.7% in 2005, while the equivalent male rates were 3.2% and 6.7%.

Another factor which also contributes to this fact is related to the gender imbalance that persists in the occupations profile and sectors in which men and women tend to be more concentrated, and the persistence of some resistance or particular difficulties experienced by men and women in increasing their penetration of some of these occupations and/or sectors, despite the progress that has been made. Moreover, the percentage of women with

²⁶ Cf. INE, *Labour Force Survey*.

non-permanent employment contracts is still greater than that of men, although there was a slight reduction of the gender gap in this regard between 2004 and 2005.

So far as the horizontal segregation, which is characteristic of the employment market and traditionally in disfavour of women, is concerned, it should be noted that the percentage of women in more skilled occupations has increased as is also the case of un-skilled occupations. Furthermore, female participation has increased significantly in sectors such as financial intermediation and transport, storage and communications (which are still very male dominated).

Unequal pay is another characteristic, which persists. The gender pay gap is particularly wide at high skill levels and it is much lower, and in some cases insignificant, at lower levels.

The gap between the law and everyday life is still visible in the area of collective bargaining. One of the conclusions of the “Livro Verde sobre as Relações Laborais” (Green Paper on Industrial Relations), published this year by the Ministry of Labour and Social Solidarity²⁷, which was the product of an analysis of the provisions of 65 collective bargaining agreements from most sectors of the economy, covering 1.404.441 workers (62.4% of all workers covered by collective bargaining agreements, and therefore a very representative sample), is that one of the issues given least attention in these agreements is precisely the issue of equality and non discrimination. The fact is that this topic is referred to in only 19 agreements (10 collective bargaining agreements, 1 collective employment agreement and 8 company agreements); of which 15 refer to the gender issue. This is accordingly an area in which the innovative implementation of legal principles can be explored.

The participation of men and women in the education and training system shows growing access to the system by women. This is most evident when the training funded by the European Social Fund is considered, which normally takes place via the various Community Aid Framework III Operational Programmes although more significantly in the case of training activities targeted at sectors which are already very feminised – and particularly by the POEFDS. So far as other training measures are concerned for which the IEFP is directly or indirectly responsible, the relative weight of men and women has been relatively constant at approximately 50%.

So far as participation by boys and girls in the various forms of secondary education is concerned it is noted that the feminisation rate of enrolments in secondary education is

²⁷ Dornelas, António (Co-ordinator), Ministro, Antonieta, Lopes, Fernando Ribeiro, Cerdeira, Maria da Conceição, Galego, Pedro e Sousa, Sílvia Conduto, “Livro Verde sobre as Relações Laborais”, MTSS, 2006.

particularly high in higher education-oriented courses, and is lower in professional and/or technological courses, which are more oriented at labour market integration.

So far as employment measures are concerned, there has been a slight decline in the proportion of women, which nevertheless continues to be very high, i.e. in excess of 70%.

Particular reference needs to be made to the “Promotion of Equal Opportunities between Men and Women” (Measure 4.4) POEFDS measure, given its specific objectives to promote gender equality via both increased positive actions and the mainstreaming of equal opportunities in all areas of activity. During the period in question there was, generally speaking, an increase in the number of projects supported and in the number of participants therein.

Furthermore, so far as the Technical and Financial Support System for NGOs/Small Subvention is concerned, the projects supported have now matured both in terms of the institutions, citizenship, and equal opportunities between men and women, in the communities that benefited from them, and there was a substantial strengthening of the physical, and consequently financial, implementation capacity of the entities involved.

STATISTICAL ANNEX

Portugal

Table 1 • Activity rates by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
15-24 age group																
MF	47.0	46.1	45.7	47.0	47.4	45.1	43.6	43.0	6.6	8.0	9.7	9.7	10.0	7.1	8.1	8.1
M	50.2	50.1	50.5	51.7	52.4	48.5	47.6	46.9								
F	43.7	42.1	40.8	42.1	42.4	41.5	39.5	38.9								
25-54 age group																
MF	83.8	84.1	84.8	85.3	85.3	85.9	86.3	87.1	18.0	17.2	15.1	14.4	14.1	12.6	11.6	10.6
M	93.0	92.8	92.4	92.6	92.5	92.3	92.2	92.4								
F	75.0	75.6	77.4	78.2	78.4	79.7	80.6	81.8								
55-64 age group																
MF	51.4	51.9	52.4	51.9	53.4	54.0	53.2	53.8	26.1	22.9	22.5	22.1	20.5	21.2	18.0	16.3
M	65.3	64.0	64.4	63.6	64.3	65.2	62.8	62.4								
F	39.2	41.2	41.9	41.5	43.8	44.0	44.8	46.1								
65+ age group																
MF	17.1	17.1	18.0	18.7	18.9	18.7	17.9	18.0	11.1	11.1	12.0	12.3	11.6	12.2	13.2	11.4
M	23.6	23.6	25.0	25.9	25.7	25.8	25.6	24.6								
F	12.5	12.5	12.9	13.6	14.1	13.6	12.4	13.2								
15-64 age group																
MF	70.4	70.6	71.2	72.0	72.6	72.8	72.9	73.4	16.6	16.0	15.1	14.6	14.3	12.9	12.0	11.1
M	78.9	78.7	78.9	79.4	79.8	79.4	79.0	79.0								
F	62.2	62.7	63.8	64.8	65.6	66.5	67.0	67.9								
Total (>=15 age group)																
MF	60.3	60.4	60.9	61.5	62.0	62.0	61.9	62.2	18.0	17.5	16.9	16.6	16.3	15.3	14.9	13.9
M	69.8	69.5	69.8	70.2	70.5	70.0	69.7	69.4								
F	51.8	52.1	52.9	53.6	54.2	54.7	54.8	55.6								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The activity rate is the ratio of the total labour force (for a specific group) to the total population (for that specific group).

Table 2 • Activity rates by region and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
North	70.7	70.5	70.9	71.8	72.0	72.0	72.0	72.7	17.9	17.4	17.2	15.7	15.5	14.0	13.0	11.6
M	79.8	79.4	79.6	79.8	79.9	79.1	78.6	78.5								
F	61.9	62.0	62.4	64.1	64.3	65.1	65.6	66.9								
Centre	72.4	72.9	74.7	74.3	75.7	75.7	75.7	75.9	14.5	13.8	11.9	14.2	13.8	11.1	9.8	9.0
M	79.8	79.9	80.7	81.5	82.7	81.3	80.7	80.4								
F	65.3	66.1	68.8	67.3	68.9	70.3	70.9	71.5								
Lisbon	69.9	70.8	71.3	72.6	72.6	73.0	72.7	73.2	13.3	12.1	10.3	9.5	10.5	10.3	9.1	8.8
M	76.7	77.0	76.6	77.4	77.9	78.3	77.3	77.6								
F	63.4	64.9	66.3	67.9	67.5	68.0	68.2	68.9								
Alentejo	67.7	67.1	67.1	68.8	70.3	71.1	73.5	74.0	22.4	22.2	23.5	21.2	16.5	14.3	15.1	15.0
M	78.9	78.2	78.9	79.5	78.5	78.2	80.9	81.4								
F	56.5	56.0	55.4	58.3	62.0	63.9	65.9	66.5								
Algarve	70.1	70.1	70.7	71.2	73.0	73.1	73.6	72.6	17.8	17.9	16.4	17.1	15.7	16.0	16.5	15.1
M	79.0	79.0	78.8	79.6	80.8	81.1	81.7	80.1								
F	61.2	61.1	62.5	62.5	65.1	65.1	65.2	64.9								
Azores	61.9	61.8	61.9	62.5	63.8	64.1	65.5	65.8	34.3	36.3	36.3	32.7	31.9	30.5	30.3	29.9
M	79.0	80.0	79.9	78.7	79.7	79.2	80.4	80.5								
F	44.7	43.6	43.6	46.0	47.8	48.7	50.1	50.6								
Madeira	69.0	66.6	65.6	65.7	68.0	68.8	68.7	70.9	19.1	18.0	18.9	20.6	17.9	17.2	15.2	15.0
M	79.1	76.0	75.4	76.5	77.4	77.7	76.6	78.7								
F	60.1	58.0	56.5	55.9	59.5	60.5	61.4	63.7								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The regional activity rate is the percentage of the total regional labour force aged 15-64 compared to the total regional population aged 15-64.

Portugal

Table 3 • Labour force by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
15-24 age group																
MF	725.9	699.5	677.8	679.2	668.0	618.2	582.8	564.2	60.4	70.8	82.3	80.5	81.2	59.1	65.2	63.6
M	393.2	385.2	380.0	379.9	374.6	338.7	324.0	313.9								
F	332.7	314.4	297.8	299.4	293.5	279.6	258.8	250.3								
25-54 age group																
MF	3536.2	3589.9	3670.8	3751.6	3814.5	3904.2	3980.3	4020.0	308.6	300.3	265.8	262.2	266.5	245.4	234.6	212.5
M	1922.5	1945.1	1968.3	2006.8	2040.6	2074.8	2107.5	2116.3								
F	1613.9	1644.8	1702.5	1744.6	1774.1	1829.5	1872.9	1903.8								
55-64 age group																
MF	561.7	569.2	580.0	577.7	599.2	610.7	607.2	637.4	105.1	87.6	86.6	85.3	76.4	81.1	65.0	59.2
M	333.3	328.5	333.3	331.5	337.8	345.9	336.1	348.3								
F	228.3	240.8	246.7	246.2	261.4	264.8	271.1	289.1								
65+ age group																
MF	271.9	277.6	297.8	316.7	326.1	327.2	317.6	323.4	40.1	41.4	47.9	49.5	43.7	50.2	61.5	47.0
M	156.0	159.5	172.9	183.1	184.9	188.7	189.6	185.2								
F	115.9	118.1	124.9	133.7	141.2	138.5	128.0	138.2								
15-64 age group																
MF	4823.7	4858.6	4928.6	5008.5	5081.7	5133.1	5170.2	5221.6	474.2	458.7	434.6	428.0	424.1	385.5	364.7	335.3
M	2649.0	2658.7	2681.6	2718.2	2753.0	2759.4	2767.5	2778.5								
F	2174.8	2200.0	2247.0	2290.2	2328.9	2373.9	2402.8	2443.2								
Total (>=15 age group)																
MF	5095.6	5136.1	5226.4	5325.3	5407.8	5460.3	5487.8	5544.9	514.4	500.1	482.6	477.4	467.8	435.6	426.2	382.2
M	2805.0	2818.2	2854.5	2901.4	2937.8	2947.9	2957.0	2963.5								
F	2290.6	2318.0	2371.9	2424.0	2470.0	2512.4	2530.8	2581.4								
	Weight (%)								GAP (M-F)							
15-24 age group																
MF									8.3	10.1	12.1	11.8	12.1	9.6	11.2	11.3
M	54.2	55.1	56.1	55.9	56.1	54.8	55.6	55.6								
F	45.8	44.9	43.9	44.1	43.9	45.2	44.4	44.4								
25-54 age group																
MF									8.7	8.4	7.2	7.0	7.0	6.3	5.9	5.3
M	54.4	54.2	53.6	53.5	53.5	53.1	52.9	52.6								
F	45.6	45.8	46.4	46.5	46.5	46.9	47.1	47.4								
55-64 age group																
MF									18.7	15.4	14.9	14.8	12.8	13.3	10.7	9.3
M	59.4	57.7	57.5	57.4	56.4	56.6	55.3	54.6								
F	40.6	42.3	42.5	42.6	43.6	43.4	44.6	45.4								
65+ age group																
MF									14.8	14.9	16.1	15.6	13.4	15.3	19.4	14.5
M	57.4	57.5	58.0	57.8	56.7	57.7	59.7	57.3								
F	42.6	42.5	41.9	42.2	43.3	42.3	40.3	42.7								
15-64 age group																
MF									9.8	9.4	8.8	8.5	8.3	7.5	7.1	6.4
H	54.9	54.7	54.4	54.3	54.2	53.8	53.5	53.2								
M	45.1	45.3	45.6	45.7	45.8	46.2	46.5	46.8								
Total (>=15 age group)																
MF									10.1	9.7	9.2	9.0	8.6	8.0	7.8	6.9
M	55.0	54.9	54.6	54.5	54.3	54.0	53.9	53.4								
F	45.0	45.1	45.4	45.5	45.7	46.0	46.1	46.6								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 4 • Employed population by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
15-24 age group																
MF	650.6	637.9	619.7	615.6	590.4	528.8	493.5	473.6	71.2	77.2	93.1	89.2	85.4	64.6	67.0	68.5
M	350.9	357.6	356.4	352.4	337.9	295.7	280.3	271.1								
F	289.7	280.4	263.3	263.3	252.5	232.1	231.3	202.5								
25-54 age group																
MF	3378.5	3443.9	3542.6	3620.6	3544.0	3678.5	3739.3	3728.4	334.1	310.5	287.6	287.5	293.2	266.5	258.6	242.6
M	1856.3	1877.2	1915.1	1954.0	1968.7	1972.5	1999.0	1985.5								
F	1522.2	1566.7	1627.5	1666.5	1675.5	1706.0	1740.4	1742.9								
55-64 age group																
MF	543.1	551.6	561.4	559.5	577.3	584.4	573.4	598.0	99.9	79.2	81.1	82.3	73.4	74.6	58.8	50.4
M	321.5	315.4	321.2	320.8	325.4	329.5	316.1	324.3								
F	221.6	236.2	240.2	238.6	251.9	254.9	257.3	273.8								
65+ age group																
MF	271.6	227.0	297.3	316.0	325.6	326.4	316.5	322.7	39.9	41.3	47.8	48.9	43.5	50.6	61.2	46.7
M	155.8	159.1	172.5	182.5	184.6	188.5	188.9	184.7								
F	115.9	117.9	124.7	133.6	141.1	137.9	127.7	138.0								
15-64 age group																
MF	4572.1	4533.4	4723.7	4795.7	4811.6	4791.7	4806.2	4800.0	505.2	466.9	461.7	458.9	452.0	405.7	384.3	361.6
M	2538.7	2550.2	2592.7	2627.3	2631.9	2598.7	2595.3	2580.8								
F	2033.5	2083.3	2131.0	2168.4	2179.9	2193.0	2211.0	2219.3								
Total (>=15 age group)																
MF	4843.8	4910.3	5020.9	5111.7	5137.3	5118.0	5122.8	5122.5	545.1	508.2	509.4	507.8	495.6	456.2	445.6	408.2
M	2694.4	2709.3	2765.2	2809.8	2816.4	2787.1	2784.2	2765.4								
F	2149.3	2201.1	2255.7	2302.0	2320.9	2330.9	2338.6	2357.2								
	Weight (%)								GAP (M-F)							
15-24 age group																
MF									10.9	12.1	15.0	14.5	14.5	12.2	13.6	14.5
M	55.5	56.1	57.5	57.3	57.2	56.1	56.8	57.2								
F	44.5	44.0	42.5	42.8	42.8	43.9	43.2	42.8								
25-54 age group																
MF									9.9	9.0	8.1	7.9	8.0	7.2	6.9	6.5
M	54.9	54.5	54.1	54.0	54.0	53.6	53.5	53.3								
F	45.1	45.5	45.9	46.0	46.0	46.4	46.5	46.7								
55-64 age group																
MF									18.4	14.4	14.4	14.7	12.7	12.8	10.3	8.4
M	59.2	57.2	57.2	57.3	56.4	56.4	55.1	54.2								
F	40.8	42.8	42.8	42.6	43.6	43.6	44.9	45.8								
65+ age group																
MF									14.7	14.9	16.1	15.5	13.4	15.5	19.3	14.5
M	57.4	57.4	58.0	57.7	56.7	57.8	59.7	57.2								
F	42.7	42.6	42.0	42.3	43.3	42.3	40.3	42.8								
15-64 age group																
MF									11.0	10.1	9.8	9.6	9.4	8.5	8.0	7.5
H	55.5	55.0	54.9	54.8	54.7	54.2	54.0	53.8								
M	44.5	45.0	45.1	45.2	45.3	45.8	46.0	46.2								
Total (>=15 age group)																
MF									11.3	10.3	10.1	9.9	9.6	8.9	8.7	8.0
M	55.6	55.2	55.1	55.0	54.8	54.5	54.3	54.0								
F	44.4	44.8	44.9	45.0	45.2	45.5	45.7	46.0								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 5 • Employment rates by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
15-24 age group																
MF	42.1	42.1	41.8	42.6	41.9	38.5	36.9	36.1	8.1	9.0	11.3	11.0	10.8	8.1	8.7	9.1
M	46.1	46.5	47.4	48.0	47.2	42.5	41.2	40.5								
F	38.0	37.5	36.0	37.0	36.5	34.4	32.5	31.4								
25-54 age group																
MF	80.1	80.6	81.8	82.3	81.5	80.9	81.1	80.8	19.1	17.5	16.0	15.4	15.2	13.4	12.5	11.8
M	89.8	89.6	89.9	90.1	89.2	87.7	87.4	86.7								
F	70.8	72.0	73.9	74.7	74.0	74.3	74.9	74.9								
55-64 age group																
MF	49.7	50.2	50.7	50.2	51.4	51.6	50.3	50.5	25.0	21.1	21.3	21.3	19.7	19.7	16.5	14.5
M	63.0	61.5	62.1	61.6	61.9	62.1	59.1	58.1								
F	38.0	40.4	40.8	40.3	42.2	42.4	42.5	43.7								
65+ age group																
MF	17.1	17.1	17.9	18.7	18.9	18.6	17.8	17.9	11.1	11.1	12.0	12.2	11.6	12.2	13.2	11.3
M	23.5	23.6	24.9	25.8	25.6	25.7	25.5	24.5								
F	12.5	12.5	12.9	13.5	14.1	13.5	12.3	13.2								
15-64 age group																
MF	66.7	67.3	68.3	68.9	68.7	68.0	67.8	67.5	17.4	16.1	15.7	15.4	15.0	13.4	12.4	11.7
M	75.6	75.5	76.3	76.7	76.3	74.8	74.1	73.4								
F	58.2	59.4	60.5	61.3	61.4	61.4	61.7	61.7								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The employment rate is the ratio of the total employed population (for a specific group) to the total population (for that specific group).

Table 6 • Employment rates by region and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
North	67.0	67.3	67.8	69.0	68.3	66.9	66.2	65.9	18.5	17.5	17.5	16.2	16.0	14.6	13.3	12.7
M	76.5	76.2	76.7	77.2	76.4	74.3	72.9	72.3								
F	57.9	58.7	59.2	61.0	60.4	59.7	59.7	59.6								
Centre	70.1	70.9	72.8	72.0	73.0	72.7	72.0	71.4	15.1	14.1	13.3	15.2	14.7	11.5	10.8	10.2
M	77.8	78.1	79.6	79.6	80.5	78.5	77.5	76.6								
F	62.7	64.0	66.3	64.5	65.8	67.0	66.7	66.4								
Lisbon	65.5	66.5	67.5	68.8	67.6	67.0	67.0	66.8	13.8	11.2	10.4	10.2	10.8	9.9	9.0	8.2
M	72.6	72.2	72.8	74.0	73.1	72.0	71.6	71.0								
F	58.8	61.1	62.4	63.8	62.3	62.1	62.6	62.7								
Alentejo	62.0	62.7	63.5	64.0	64.8	65.0	66.7	67.0	25.4	24.7	25.9	23.4	18.9	16.0	17.0	15.3
M	74.7	75.0	76.4	75.7	74.2	73.0	75.1	74.6								
F	49.3	50.3	50.5	52.3	55.3	56.9	58.1	59.2								
Algarve	65.7	66.6	68.1	68.4	69.1	68.5	69.4	68.0	18.4	19.0	17.2	17.8	16.6	16.7	16.5	16.0
M	74.8	76.1	76.7	77.1	77.3	76.7	77.5	75.8								
F	56.4	57.1	59.5	59.4	60.7	60.1	61.0	59.8								
Azores	59.1	59.8	60.0	61.0	62.1	62.2	63.2	63.0	36.3	36.9	37.3	33.6	32.8	31.8	31.9	30.8
H	77.2	78.2	78.5	77.6	78.4	77.9	78.9	78.1								
M	40.9	41.3	41.3	44.0	45.6	46.1	47.0	47.4								
Madeira	66.5	64.7	63.9	64.0	66.3	66.4	66.6	67.6	19.5	18.8	18.9	20.6	18.1	18.3	15.3	15.0
M	76.8	74.5	73.7	74.7	75.8	75.9	74.6	75.4								
F	57.3	55.7	54.8	54.1	57.7	57.5	59.3	60.4								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The regional employment rate is the percentage of the total regional employed population aged 15-64 compared to the total regional population aged 15-64.

Table 7 • Employed population by working time, professional status, type of employment contract and sex

Portugal

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
WORKING TIME																
Full-time																
MF	4310.1	4369.5	4472.8	4545.7	4560.1	4520.8	4543.6	4546.5	748.2	704.1	702.8	696.5	678.1	648.8	628.7	598.0
M	2529.1	2536.8	2587.8	2621.1	2619.1	2584.8	2586.1	2572.3								
F	1781.0	1832.7	1885.0	1924.6	1941.0	1936.0	1957.5	1974.2								
Part-time																
MF	5337	540.9	548.1	566.0	577.2	597.2	579.2	576.1	-203.1	-196.0	-193.3	-188.8	-182.6	-192.6	-183.1	-189.8
M	165.3	172.4	177.4	188.7	197.3	202.3	198.1	193.2								
F	308.4	308.4	370.7	377.4	379.9	394.9	381.2	382.9								
PROFESSIONAL STATUS																
Self-employed																
MF	1244.8	1209.8	1179.2	1258.0	1270.7	1277.6	1238.6	1204.0	229.6	213.5	237.6	261.3	248.1	225.0	238.7	204.9
M	737.2	711.7	708.4	759.7	759.4	751.3	738.7	704.5								
F	507.6	498.2	470.8	498.4	511.3	526.3	500.0	499.5								
With employees																
MF	299.2	297.7	299.6	314.9	316.6	325.1	328.6	300.3	147.9	150.2	148.4	166.3	161.4	154.8	155.0	146.3
M	223.5	224.0	224.0	240.6	239.0	239.9	241.8	223.3								
F	75.7	73.8	75.6	74.3	77.6	85.2	86.8	77.0								
Without employees																
MF	945.6	912.1	879.6	943.1	954.2	952.5	910.0	903.8	81.7	63.3	89.2	95.0	86.8	70.2	83.7	58.7
M	513.0	487.8	484.4	519.1	520.5	511.4	496.9	481.2								
F	432.0	424.4	395.2	424.1	433.7	441.2	413.2	422.5								
Unpaid family worker and other																
MF	146.5	148.4	192.2	142.9	118.7	104.3	101.9	104.8	-23.4	-26.8	-52.8	-47.8	-38.0	-20.9	-23.0	-24.2
M	61.6	60.8	69.7	47.6	40.4	41.7	39.5	40.3								
F	85.0	87.6	122.5	95.3	78.4	62.6	62.4	64.5								
Employee																
MF	3452.5	3552.0	3549.6	3710.9	3747.9	3736.0	3782.3	3813.8	338.9	321.7	324.7	294.2	285.5	252.1	229.8	227.5
M	1895.7	1937.0	1987.2	2002.6	2016.7	1994.1	2006.1	2020.7								
F	1556.8	1615.3	1662.4	1708.3	1731.2	1742.0	1776.2	1793.2								
Type of employment contract																
Permanent																
MF	2859.0	2887.4	2922.2	2957.1	2942.5	2967.5	3031.8	3070.5	322.8	320.3	324.4	310.4	288.6	261.0	229.2	215.3
M	1590.9	1603.0	1623.3	1633.7	1615.6	1614.2	1630.5	1642.9								
F	1268.1	1283.6	1298.9	1323.3	1326.9	1353.3	1401.3	1427.6								
Temporary																
MF	592.6	664.7	727.4	753.9	805.4	768.6	750.5	743.3	15.5	1.1	0.3	-16.2	-3.1	-9.1	0.6	12.2
M	304.5	332.9	363.9	368.8	401.1	379.9	375.6	377.8								
F	289.0	331.8	363.6	385.0	404.2	389.0	375.0	365.6								

**Table 7 • Employed population by working time, professional status,
type of employment contract and sex**

Portugal

(Continuation)

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
WORKING TIME																
Full-time																
MF									17.4	16.1	15.7	15.3	14.9	14.4	13.8	13.2
M	58.7	58.1	57.9	57.7	57.4	57.2	56.9	56.6								
F	41.3	41.9	42.1	42.3	42.6	42.8	43.1	43.4								
Part-time																
MF									-38.1	-36.2	-35.3	-33.3	-31.6	-32.3	31.6	-32.9
M	31.0	31.9	32.4	33.3	34.2	33.9	34.2	33.5								
F	69.0	68.1	67.6	66.7	65.8	66.1	65.8	66.5								
Self-employed																
MF									18.4	17.6	20.1	20.8	19.5	17.6	19.3	17.0
M	59.2	58.8	60.1	60.4	59.8	58.8	59.6	58.5								
F	40.8	41.2	39.9	39.6	40.2	41.2	40.4	41.5								
With employees																
MF									49.4	50.4	49.5	52.8	51.0	47.6	47.2	48.7
M	74.7	75.2	74.8	76.4	75.5	73.8	73.6	74.4								
F	25.3	24.8	25.2	23.6	24.5	26.2	26.4	25.6								
Without employees																
MF									8.6	6.9	10.1	10.1	9.1	7.4	9.2	6.5
M	54.3	53.5	55.1	55.0	54.5	53.7	54.6	53.2								
F	45.7	46.5	44.9	45.0	45.5	46.3	45.4	46.8								
Unpaid family workers and other																
MF									-16.0	-18.0	-27.5	-33.4	-32.0	-20.0	-22.5	-23.1
M	42.0	41.0	36.2	33.3	34.0	40.0	38.7	38.5								
F	58.0	59.0	63.7	66.7	66.0	60.0	61.3	61.5								
Employee																
MF									9.8	9.1	8.9	7.9	7.6	6.7	6.1	6.0
M	54.9	54.5	54.4	54.0	53.8	53.4	53.0	53.0								
F	45.1	46.5	45.6	46.0	46.2	46.6	47.0	47.0								
Type of employment contract																
Permanent																
MF									11.3	11.1	11.1	10.5	9.8	8.8	7.6	7.0
M	55.6	55.5	55.6	55.2	54.9	64.4	53.8	53.5								
F	44.4	44.5	44.4	44.8	45.1	45.6	46.2	46.5								
Temporary																
MF									2.6	0.2	0.0	-2.1	-0.4	-1.2	0.1	1.6
M	51.4	50.1	50.0	48.9	49.8	49.4	50.0	60.8								
F	48.8	49.9	50.0	51.1	50.2	50.6	50.0	49.2								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 8 • Employed population by level of qualification and education

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
LEVEL OF QUALIFICATION																
<i>High Skill (def. UE)</i>	1022.8	1056.7	1054.9	1090.4	1105.2	1185.5	1316.4	1346.8	115.0	146.6	128.9	127.1	134.2	130.8	158.7	144.1
<i>M</i>	568.9	601.7	591.9	608.8	619.7	658.2	737.5	745.4								
<i>W</i>	453.9	455.1	463.0	481.7	485.5	527.4	578.9	601.3								
Highly Qualified	652.3	692.9	675.1	711.3	726.4	799.1	893.2	907.2	100.0	115.4	89.3	78.8	90.7	72.3	88.8	86.7
<i>M</i>	376.1	404.2	382.2	395.1	408.5	435.7	491.0	496.9								
<i>W</i>	276.1	288.8	292.9	316.3	317.8	363.4	402.2	410.2								
Managers	353.3	360.7	339.7	348.5	375.9	427.6	458.8	468.5	128.7	136.4	123.1	131.2	153.8	155.0	157.6	150.7
<i>M</i>	241.0	248.5	231.4	239.9	264.8	291.3	308.2	309.6								
<i>W</i>	112.3	112.1	108.3	108.7	111.0	136.3	150.6	158.9								
Professionals	299.0	332.3	335.5	362.8	350.5	371.5	434.5	438.7	-28.6	-20.9	-33.7	-52.6	-63.1	-82.7	-68.8	-64.0
<i>M</i>	135.2	155.7	150.9	155.1	143.7	144.4	182.9	187.3								
<i>W</i>	163.8	176.6	184.6	207.7	206.8	227.1	251.6	251.3								
Technicians and associate professionals	370.6	363.8	379.8	379.1	378.8	386.4	423.2	439.6	14.9	31.2	39.6	48.5	43.6	58.5	69.9	57.4
<i>M</i>	192.7	197.5	209.7	213.8	211.2	222.5	246.5	248.5								
<i>W</i>	177.8	166.3	170.1	165.3	167.6	164.0	176.7	191.1								
<i>Low Skill (def. UE)</i>	3784.0	3816.9	3933.3	3985.8	1002.2	3898.1	1770.6	3747.3	396.5	329.4	351.2	349.4	335.4	296.2	257.4	240.1
<i>M</i>	2090.3	2073.2	2142.2	2167.6	2168.8	2097.2	1939.0	1993.8								
<i>W</i>	1693.8	1743.8	1791.0	1818.2	1833.4	1801.0	1756.7	1753.7								
Administrative staff	440.3	455.7	492.8	494.9	491.6	506.3	516.1	506.7	-74.4	-100.7	-107.4	-111.5	-118.5	-121.1	-145.9	-133.1
<i>M</i>	183.0	177.5	192.7	191.7	186.6	192.6	185.1	186.8								
<i>W</i>	257.4	278.2	300.1	303.2	305.1	313.7	331.1	319.9								
Service workers and shop and market sales workers	640.5	666.6	655.0	690.9	701.4	678.7	676.5	695.7	-143.2	-176.7	-188.2	-195.0	-225.1	-249.3	-242.9	-247.1
<i>M</i>	248.6	244.9	233.4	248.0	238.2	214.7	216.8	224.3								
<i>W</i>	391.8	421.6	421.6	443.0	463.3	464.0	459.7	471.4								
Skilled agricultural and fishery workers	560.5	543.4	559.8	590.4	578.3	586.5	561.8	560.1	0.5	3.0	1.0	0.2	6.7	10.7	12.5	-6.9
<i>M</i>	280.5	273.2	280.4	295.3	292.5	298.6	287.1	276.6								
<i>W</i>	280.0	270.2	279.4	295.1	285.8	287.9	274.7	283.5								
Craft and related trades workers	1105.2	1095.4	1092.5	1103.4	1089.2	1037.2	966.8	955.8	540.8	540.6	571.5	575.4	604.0	580.0	549.9	543.7
<i>M</i>	823.0	818.0	832.0	839.4	846.6	808.6	758.4	749.8								
<i>W</i>	282.2	277.4	260.5	264.0	242.6	228.6	208.5	206.1								
Plant and machine operators and assemblers	415.8	406.4	435.2	424.5	441.3	439.1	419.8	409.3	223.8	217.4	241.0	244.2	237.6	244.8	169.0	262.6
<i>M</i>	319.8	311.9	338.1	334.3	339.4	342.0	256.9	336.0								
<i>W</i>	96.0	94.5	97.1	90.1	101.8	97.2	87.9	73.4								
Elementary occupations	621.8	649.5	698.1	681.8	700.6	650.3	629.6	619.7	-151.0	-154.1	-166.6	-164.0	-169.2	-168.9	-160.1	-179.1
<i>M</i>	235.4	247.7	265.7	258.9	265.7	240.7	234.8	220.3								
<i>W</i>	386.4	401.8	432.3	422.9	434.9	409.6	394.9	399.4								
Armed Forces	36.9	35.9	32.6	35.5	29.9	34.3	35.8	28.5	33.5	32.1	29.4	31.3	25.9	29.0	29.5	24.2
<i>M</i>	35.2	34.0	31.0	33.4	27.9	31.7	32.6	26.4								
<i>W</i>	1.7	1.9	1.6	2.1	2.0	2.7	3.1	2.2								
LEVEL OF EDUCATION																
Basic education or lower – 3 rd cycle	3889.3	3884.7	3949.0	3983.8	3867.4	3867.4	3748.6	3694.8	598.4	553.1	563.8	579.9	586.7	564.8	559.6	521.0
<i>M</i>	2243.8	2218.9	2256.4	2281.9	2216.1	2216.1	2154.1	2107.9								
<i>W</i>	1645.4	1665.8	1692.6	1702.0	1651.3	1651.3	1594.5	1586.9								
Secondary education	521.5	568.1	599.5	629.3	669.9	669.9	697.9	740.9	17.4	19.1	15	16.8	20.1	6.9	14.7	14.1
<i>M</i>	269.4	293.6	307.2	323.1	338.4	338.4	356.3	377.5								
<i>W</i>	252.0	274.5	292.2	306.3	331.5	331.5	341.6	363.4								
Higher education	433.1	457.7	472.3	498.6	580.6	580.5	676.3	686.9	-70.7	-64.3	-69.2	-88.8	-111.3	-115.5	-128.8	-126.9
<i>M</i>	181.2	196.7	201.6	204.9	232.6	232.6	273.8	280.0								
<i>W</i>	251.9	261.0	270.8	293.7	348.1	348.1	402.6	406.9								

Portugal

Table 8 • Employed population by level of qualification and education

(Continuation)

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Weight (%)								GAP (M-F)							
LEVEL OF QUALIFICATION																
<i>High Skill (def. UE)</i>									11.2	13.9	12.2	11.7	12.1	11.0	12.1	10.7
M	55.6	56.9	56.1	55.8	56.1	55.5	56.0	55.3								
W	44.4	43.1	43.9	44.2	43.9	44.5	44.0	44.6								
Highly Qualified									15.3	16.7	13.2	11.1	12.6	9.0	9.9	9.6
M	57.7	58.3	56.6	55.5	56.2	54.5	55.0	54.8								
W	42.3	41.7	43.4	44.5	43.8	45.5	45.0	45.2								
Managers									36.4	37.8	36.2	37.6	40.9	36.3	34.3	32.2
M	68.2	68.9	68.1	68.8	70.4	68.1	67.2	66.1								
W	31.8	31.1	31.9	31.2	29.5	31.9	32.8	33.9								
Professionals									-9.6	-6.3	-10.0	-14.5	-18.0	-22.3	-15.8	-14.6
M	42.5	46.9	45.0	42.8	41.0	38.9	42.1	42.7								
W	54.8	53.1	55.0	57.2	59.0	61.1	57.9	57.3								
Technicians and associate professionals									4.0	8.6	10.4	12.8	11.5	15.1	16.5	13.1
M	52.0	54.3	55.2	56.4	55.8	57.6	58.3	56.5								
W	48.0	45.7	44.8	43.6	44.2	42.4	41.7	43.5								
<i>Low Skill (def. UE)</i>									10.5	8.6	8.9	8.8	8.4	7.6	6.8	6.4
M	55.2	54.3	54.5	54.4	54.2	53.8	53.4	53.2								
W	44.8	45.7	45.5	45.6	45.8	46.2	46.6	46.8								
Administrative staff									-16.9	-22.1	-21.8	-22.5	-24.1	-23.9	-28.3	-26.3
M	41.6	30.9	39.1	38.7	38.0	38.0	35.9	36.9								
W	58.5	61.0	60.9	61.3	62.1	62.0	64.1	63.1								
Service workers and shop and market sales workers									-22.4	-26.5	-27.8	-28.2	-32.1	-36.7	-35.9	-35.5
M	38.8	36.7	35.6	35.9	34.0	31.6	32.0	32.2								
W	61.2	63.3	64.4	64.1	66.1	68.4	68.0	67.8								
Skilled agricultural and fishery workers									0.1	0.6	0.2	0.0	1.2	1.8	2.2	-1.2
M	50.0	50.3	50.1	50.0	50.6	50.9	51.1	49.4								
W	50.0	49.7	49.9	50.0	49.4	49.1	48.9	50.6								
Craft and related tradesworkers									51.4	51.4	53.8	54.8	54.7	55.8	57.5	56.9
M	74.5	74.7	76.2	76.1	77.7	78.0	78.4	78.4								
W	23.1	23.3	22.3	21.2	23.1	22.1	20.9	21.6								
Plant and machine operators and assemblers									53.8	53.5	55.4	57.5	53.8	55.7	40.3	64.2
M	76.9	76.8	77.7	78.8	76.9	77.9	61.2	82.1								
W	23.1	23.3	22.3	21.2	23.1	22.1	20.9	17.9								
Elementary occupations									-24.3	-23.7	-23.9	-24.1	-24.2	-26.0	-25.4	-28.9
M	37.9	38.1	38.1	38.0	37.9	37.0	37.3	35.5								
W	62.1	61.9	61.9	62.0	62.1	63.0	62.7	64.5								
Armed Forces									90.8	89.5	90.1	88.2	86.8	84.5	82.5	84.9
M	95.4	94.8	95.0	94.1	93.5	92.4	91.3	92.6								
W	4.6	5.3	4.9	5.9	6.7	7.9	8.7	7.7								
LEVEL OF EDUCATION																
Basic education or lower – 3 rd cycle									15.4	14.2	14.3	14.6	14.7	14.6	14.9	14.1
M	57.7	57.1	57.1	57.3	57.4	57.3	57.5	57.1								
W	42.3	42.9	42.9	42.7	42.6	42.7	42.5	42.9								
Secondary education									3.3	3.4	2.5	2.7	3.1	1.0	2.1	1.9
M	51.7	51.7	51.2	51.3	51.6	50.5	51.1	51.0								
W	48.3	48.3	48.7	48.7	48.4	49.5	48.9	49.0								
Higher education									-16.3	-14.0	-14.7	-17.8	-21.9	-19.9	-19.0	-18.5
M	41.8	43.3	42.7	41.1	39.0	40.1	40.5	40.8								
W	58.2	57.0	57.3	58.9	61.0	60.0	59.5	59.2								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 9A • Employed population by economic activity

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
Agriculture, Farming of Animals, Hunting, Forestry and Fishing	651.8	621.9	635.4	652.6	636.8	642.1	618.1	606.2	4.6	-5.7	-5.4	-3.1	1.4	15.5	23.7	-2.5
M	328.2	308.1	315.0	324.7	319.1	328.8	320.9	301.9								
F	323.6	313.8	320.4	327.9	317.7	313.3	297.2	304.4								
Agriculture, Farming of Animals, Hunting and Forestry	628.9	600.9	615.2	631.9	615.9	623.6	596.7	587.5	-15.1	-25.9	-23.4	-21.0	-17.3	-0.8	7.5	-16.7
M	306.9	287.5	295.9	305.4	299.3	311.4	302.1	285.5								
F	322.0	313.4	319.3	326.4	316.6	312.2	294.6	302.2								
Fishing	22.9	21.0	20.2	20.7	20.9	18.5	21.4	18.6	19.7	20.1	18.0	17.8	18.7	16.2	16.1	14.3
M	21.3	20.6	19.1	19.3	19.8	17.4	18.8	16.5								
F	1.6	0.5	1.1	1.5	1.1	1.2	2.7	2.2								
Industries including construction	1701.2	1689.0	1733.5	1729.1	1727.7	1652.8	1596.0	1566.6	666.5	664.4	701.4	694.5	728.7	696.9	676.4	690.4
M	1183.8	1176.7	1217.6	1211.8	1228.2	1174.9	1136.2	1128.4								
F	517.3	512.3	516.2	517.3	499.5	478.0	459.9	438.0								
Industries excluding construction	1185.8	1151.6	1139.9	1150.2	1109.4	1069.2	1048.0	1012.5	191.9	166.6	647.1	163.6	163.7	165.9	163.9	187.0
M	688.8	659.1	1139.7	656.9	636.5	617.6	601.8	599.7								
F	496.9	492.5	492.6	493.3	472.8	451.7	437.9	412.7								
Mining and quarrying	15.5	13.4	16.4	16.3	17.3	14.3	14.6	19.1	11.8	11.7	14.5	14.1	15.0	11.2	11.9	16.7
M	13.7	12.5	15.5	15.2	16.2	12.8	13.3	17.9								
F	1.9	0.8	1.0	1.1	1.2	1.6	1.3	1.2								
Manufacturing	1137.6	1104.4	1093.7	1095.8	1052.2	1018.8	1002.3	968.6	156.2	127.4	117.8	122.1	120.6	129.6	147.2	154.3
M	646.8	615.9	605.8	609.0	586.4	574.3	574.8	561.4								
F	490.6	488.5	488.0	486.9	465.8	444.7	427.5	407.1								
Electricity, Gas and Water Supply	32.9	33.9	29.7	38.0	39.9	36.1	31.2	24.8	23.9	27.5	22.5	27.4	28.1	25.1	21.5	16.0
M	28.4	30.7	26.1	32.7	34.0	30.6	26.4	20.4								
F	4.5	3.2	3.6	5.3	5.9	5.5	4.9	4.4								
Construction	515.3	537.5	593.8	578.9	618.3	583.6	548.1	554.1	474.6	497.8	546.6	530.9	565.0	531.0	495.8	503.4
M	495.0	517.6	570.2	554.9	591.7	557.3	521.9	528.7								
F	20.4	19.8	23.6	24.0	26.7	26.3	26.1	25.3								
Services	2490.9	2598.4	2651.8	2730.3	2772.7	2823.0	2908.8	2949.7	-125.8	-150.4	-186.6	-184.2	-235.3	-255.8	-254.5	-279.7
M	1182.6	1224.0	1232.6	1273.0	1268.7	1283.8	1327.2	1335.1								
F	1308.4	1374.4	1419.2	1457.2	1504.0	1539.6	1581.7	1614.8								
Wholesale and Retail Trade; Repair	677.1	715.8	742.8	771.4	774.2	774.7	778.8	772.9	131.7	128.6	95.0	104.8	111.7	100.5	92.5	97.2
M	404.4	422.2	418.9	438.1	442.9	437.6	435.7	436.1								
F	272.7	293.6	323.9	333.3	331.3	337.1	343.2	337.9								
Hotels and Restaurants	250.5	253.9	258.7	259.8	267.6	259.6	265.5	275.8	-37.7	-42.4	-54.1	-52.8	-58.4	-56.1	-52.9	-58.3
M	106.4	105.7	102.3	103.5	104.6	101.7	106.3	108.8								
F	144.1	148.1	156.4	156.3	163.0	157.8	159.2	167.1								
Transport, Storage and Communication	185.2	175.0	187.0	202.6	204.8	213.7	214.5	220.8	106.8	98.2	110.5	114.7	122.3	123.7	115.0	107.1
M	146.0	136.6	148.7	158.6	163.5	168.7	164.7	164.0								
F	39.2	38.4	38.3	44.0	41.3	45.0	49.8	56.9								
Financial Intermediation	92.6	89.2	91.9	91.0	84.1	87.0	96.7	95.2	26.9	25.4	21.5	21.9	7.7	18.8	24.9	15.5
M	59.8	57.3	56.7	56.5	45.9	52.9	60.8	55.4								
F	32.9	31.9	35.2	34.6	38.2	34.1	35.9	39.9								
Real Estate, Renting and Business Activities	183.2	209.9	213.7	232.9	242.7	262.1	292.3	283.7	7.4	-2.8	2.3	10.3	2.7	-9.7	13.7	17.2
M	95.3	103.6	108.0	121.6	122.7	126.2	153.0	150.5								
F	87.9	106.4	105.7	111.3	120.0	135.9	139.3	133.3								
Public Administration and Defence; Compulsory Social Security	297.9	305.4	318.0	324.7	332.7	329.4	331.6	347.5	82.0	91.0	84.3	88.3	89.1	82.3	73.1	82.3
M	189.9	198.2	201.1	206.5	210.9	205.8	202.4	214.9								
F	107.9	107.2	116.8	118.2	121.8	123.5	129.3	132.6								
Education	285.7	290.7	282.2	294.8	291.4	286.6	306.7	314.9	-144.9	-143.1	-148.9	-156.6	-167.2	-152.0	-156.2	-164.1
M	70.4	73.8	66.7	69.1	62.1	67.3	75.2	75.4								
F	215.3	216.9	215.6	225.7	229.3	219.3	231.4	239.5								
Health and Social Work	206.8	238.1	250.6	258.5	255.7	294.1	313.0	326.9	-125.6	-142.3	-146.7	-153.4	-165.3	-164.4	-207.6	-206.9
M	40.6	47.9	52.0	52.6	45.2	48.9	52.7	60.0								
F	166.2	190.2	198.7	206.0	210.5	245.3	260.3	266.9								
Other Community, Social and Personal Service Activities	161.0	171.1	156.7	149.4	162.6	156.0	157.2	158.6	-28.2	21.7	-6.4	-21.0	-27.4	-14.9	-14.9	-22.0
M	66.4	74.6	75.1	64.2	67.6	70.6	71.2	68.3								
F	94.6	96.3	81.5	85.2	95.0	85.5	86.0	90.3								
Other Services	150.9	149.6	150.3	145.3	157.2	160.0	149.5	153.5	-144.0	-141.1	-144.1	-140.3	-150.3	-152.0	-142.9	-147.5
M	3.5	4.3	3.1	2.5	3.4	4.0	3.3	3.0								
F	147.5	145.4	147.2	142.8	153.7	156.0	146.2	150.5								

Portugal

Table 9B • Employed population by economic activity

(Continuation)

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Weight (%)								GAP (M-F)							
Agriculture, Farming of Animals, Hunting, Forestry and Fishing																
M	50.4	49.5	49.6	49.8	50.1	51.2	51.9	49.8	0.7	-0.9	-0.8	-0.5	0.2	2.4	3.8	-0.4
F	49.6	50.5	50.4	50.2	49.9	48.8	48.1	50.2								
Agriculture, Farming of Animals, Hunting and Forestry																
M	48.8	47.8	48.1	48.3	48.6	49.9	50.6	48.6	-2.4	-4.3	-3.8	-3.3	-2.8	-0.1	1.3	-2.8
F	51.2	52.2	51.9	51.7	51.4	50.1	49.4	51.4								
Fishing																
M	93.0	98.0	94.8	93.2	94.9	94.1	87.8	88.7	86.0	95.6	89.3	86.0	89.6	87.6	75.4	76.9
F	7.0	2.4	5.5	7.2	5.3	6.5	12.4	11.8								
Industries including construction																
M	69.6	69.7	70.2	70.1	71.1	71.1	71.2	72.0	39.2	39.3	40.5	40.2	42.2	42.2	42.4	44.1
F	30.4	30.3	29.8	29.9	28.9	28.9	28.8	28.0								
Industries excluding construction																
M	58.1	57.2	100.0	57.1	57.4	57.8	57.4	59.2	16.2	14.5	56.8	14.2	14.8	15.5	15.6	18.5
F	41.9	42.8	43.2	42.9	42.6	42.2	41.8	40.8								
Mining and quarrying																
M	88.4	93.3	94.4	93.4	93.5	89.4	91.1	93.7	76.1	87.3	88.3	86.6	86.6	78.2	82.0	87.4
F	12.3	6.0	6.1	6.8	6.9	11.2	9.1	6.3								
Manufacturing																
M	56.9	55.8	55.4	55.6	55.7	56.4	57.3	58.0	13.7	11.5	10.8	11.1	11.5	12.7	14.7	15.9
F	43.1	44.2	44.6	44.4	44.3	43.6	42.7	42.0								
Electricity, Gas and Water Supply																
M	86.4	90.7	87.8	86.1	85.2	84.8	84.5	82.3	72.7	81.2	75.7	72.1	70.4	69.6	68.8	64.5
F	13.7	9.6	12.1	13.9	14.8	15.2	16.7	17.7								
Construction																
M	96.1	96.3	96.0	95.9	95.7	95.5	95.2	95.4	92.1	92.6	92.0	91.7	91.4	91.0	90.5	90.9
F	4.0	3.7	4.0	4.1	4.3	4.5	4.8	4.6								
Services																
M	47.5	47.1	46.5	46.6	45.8	45.5	45.6	45.3	-5.1	-5.8	-7.0	-6.7	-8.5	-9.1	-8.7	-9.5
F	52.5	52.9	53.5	53.4	54.2	54.5	54.4	54.7								
Wholesale and Retail Trade; Repair																
M	59.7	59.0	56.4	56.8	67.2	56.5	55.9	56.3	19.5	18.0	12.8	13.6	14.4	13.0	11.9	12.6
F	40.3	41.0	43.6	43.2	42.8	43.6	44.1	43.7								
Hotels and Restaurants																
M	42.5	41.6	39.5	39.8	39.1	39.2	40.0	39.4	-15.0	-16.7	-20.9	-20.3	-21.8	-21.6	-19.9	-21.1
F	57.5	58.3	60.5	60.2	60.9	60.8	60.0	60.6								
Transport, Storage and Communication																
M	78.8	78.1	79.5	78.3	79.9	78.9	76.8	74.3	57.7	56.1	59.1	56.6	59.7	57.9	53.6	48.5
F	21.2	21.9	20.5	21.7	20.1	21.1	23.2	25.8								
Financial Intermediation																
M	64.6	64.2	61.7	62.1	54.6	60.8	62.9	58.2	29.0	28.5	23.4	24.1	9.2	21.6	25.8	16.3
F	35.5	35.8	38.3	38.0	45.4	39.2	37.1	41.9								
Real Estate, Renting and Business Activities																
M	52.0	49.4	50.5	52.2	50.6	48.2	52.4	53.0	4.0	-1.3	1.1	4.4	1.1	-3.7	4.7	6.1
F	48.0	50.7	49.5	47.8	49.4	51.9	47.7	47.0								
Public Administration and Defence; Compulsory Social Security																
M	63.8	64.9	63.2	63.6	63.4	62.5	61.0	61.8	27.5	29.8	26.5	27.2	26.8	25.0	22.1	23.7
F	36.2	35.1	36.7	36.4	36.6	37.5	39.0	38.2								
Education																
M	24.6	25.4	23.6	23.4	21.3	23.5	24.5	23.9	-50.7	-49.2	-52.8	-53.1	-57.4	-53.0	-50.9	-52.1
F	75.4	74.6	76.4	76.6	78.7	76.5	75.5	76.1								
Health and Social Work																
M	19.6	20.1	20.8	20.3	17.7	16.6	16.8	18.4	-60.7	-59.8	-58.5	-59.3	-64.7	-66.8	-66.3	-63.3
F	80.4	79.9	79.3	79.7	82.3	83.4	83.2	81.6								
Other Community, Social and Personal Service Activities																
M	41.2	43.6	47.9	43.0	41.6	45.3	45.3	43.1	-17.5	-12.7	-4.1	-14.1	-16.9	-9.6	-9.5	-13.9
F	58.8	56.3	62.0	57.0	68.4	54.8	54.7	56.9								
Other Services																
M	2.3	2.9	2.1	1.7	2.2	2.5	2.2	2.0	-95.4	-94.3	-95.9	-96.6	-95.6	-95.0	-95.6	-96.1
F	97.7	97.2	97.9	98.3	97.8	97.5	97.8	98.0								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 10 • Employed population by type of working hours, quarter and sex

Type of Working Hours	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
Shift Work																
MF	292.4	296.5	308.6	265.6	356.3	355.7	370.1	385.8	84.1	73.7	73.3	62.6	72.8	68.3	65.5	62.6
M	188.2	185.1	190.9	164.1	214.5	212.0	217.8	224.2								
F	104.1	111.4	117.6	101.5	141.7	143.7	152.3	161.6								
Night Work																
MF	446.0	447.3	420.2	1041.3	1044.5	1021.3	995.0	959.65	151.6	146.8	128.6	333.7	349.7	328.8	331.9	320.1
M	298.8	297.0	274.4	687.5	697.1	680.0	663.5	639.85								
F	147.2	150.3	145.8	353.8	347.4	351.3	331.6	319.8								
Saturdays																
MF	1412.5	1454.1	1489.4	2619.3	2704.9	2642.4	2579.6	2668.775	215.2	216.9	201.2	573.5	608.5	546.9	500.9	465.2
M	813.8	835.5	845.3	1596.4	1656.7	1594.6	1540.3	1516.95								
F	598.6	618.6	644.1	1022.9	1048.3	1047.8	1039.5	1051.8								
Sundays																
MF	573.5	591.5	587.8	1136.7	1195.1	1230.4	1217.8	1252.75	93.2	82.2	74.0	177.8	196.0	187.3	167.9	157.1
M	333.4	336.8	330.9	657.3	695.5	708.8	692.8	704.925								
F	240.2	254.6	256.9	479.5	499.6	521.6	525.0	547.8								
Other																
MF	3194.9	3205.0	3257.4	2144.8	2027.5	2059.5	2181.4	2132.026	265.2	226.8	237.0	-112.2	-158.9	-206.7	-114.8	-112.4
M	1730.0	1715.9	1747.2	1016.3	934.3	901.4	1033.3	1009.8								
F	1464.9	1489.1	1510.2	1128.5	1093.2	1108.1	1148.1	1122.225								
Type of Working Hours	Weight (%)								GAP (M-F)							
Shift Work																
MF									28.8	24.8	23.7	23.6	20.4	19.2	17.7	16.2
M	64.4	62.4	61.9	61.8	60.2	59.6	58.9	58.1								
F	35.6	37.6	38.1	38.2	39.8	40.4	41.1	41.9								
Night Work																
MF									34.0	32.8	30.6	32.0	33.5	32.2	33.4	33.4
M	67.0	66.4	65.3	66.0	66.7	66.6	66.7	66.7								
F	33.0	33.6	34.7	34.0	33.3	34.4	33.3	33.3								
Saturdays																
MF									15.2	14.9	13.5	21.9	22.5	20.7	19.4	18.1
M	57.6	57.6	56.8	60.9	61.2	60.3	59.7	59.1								
F	42.4	42.5	43.2	39.1	38.8	39.7	40.3	40.9								
Sundays																
MF									16.3	13.9	12.6	15.6	16.4	15.2	13.8	12.5
M	58.1	56.9	56.3	57.8	58.2	57.6	56.9	58.3								
F	41.9	43.0	43.7	42.2	41.8	42.4	43.1	43.7								
Other																
MF									8.3	7.1	7.3	-5.2	-7.8	-10.0	-5.3	-5.3
M	54.1	53.5	53.6	47.4	46.1	43.8	47.4	47.4								
F	45.8	46.5	46.4	52.6	53.9	53.8	52.6	52.6								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 11 • Unemployment rates by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
15-24 age group																
MF	10.4	8.8	8.6	9.4	11.6	14.5	15.3	16.1	-4.7	-3.6	-5.4	-4.8	-4.2	-4.6	-4.1	-5.4
M	8.2	7.2	6.2	7.2	9.8	12.4	13.5	13.7								
F	2.9	10.8	11.6	12.1	14.0	17.0	17.6	19.1								
25-54 age group																
MF	4.5	4.1	3.5	3.5	4.5	5.8	6.1	7.3	-2.2	-1.3	-1.7	-1.8	-2.0	-1.8	-1.9	-2.3
M	3.4	3.5	2.7	2.6	3.5	4.9	5.2	6.2								
F	5.7	4.7	4.4	4.5	5.6	6.7	7.1	8.5								
55-64 age group																
MF	3.3	3.1	3.2	3.2	3.7	4.3	5.6	6.2	0.6	2.0	1.0	0.1	0.1	1.0	0.9	1.6
M	3.6	4.0	3.6	3.2	3.7	4.7	5.9	6.9								
F	2.9	1.9	2.6	3.1	3.6	3.7	5.1	5.3								
65+ age group																
MF	0.1	0.2	0.2	0.2	0.1	0.3	0.3	0.2	0.2	0.1	0.0	0.3	0.1	-0.3	0.1	0.2
M	0.2	0.3	0.2	0.4	0.2	0.1	0.4	0.3								
F	0.0	0.2	0.2	0.0	0.1	0.5	0.3	0.1								
15-64 age group																
MF	5.2	4.6	4.2	4.2	5.3	6.7	7.0	8.1	-2.3	-1.2	-1.8	-2.0	-2.0	-1.8	-1.8	-2.1
M	4.2	4.1	3.3	3.3	4.4	5.8	6.2	7.1								
F	6.5	5.3	5.2	5.3	6.4	7.6	8.0	9.2								
Total (>=15 age group)																
HM	4.9	4.4	3.9	4.0	5.0	6.3	6.7	7.6	-2.2	-1.2	-1.8	-1.9	-1.9	-1.8	-1.7	-2.0
H	3.9	3.9	3.1	3.2	4.1	5.5	5.8	6.7								
M	6.2	5.0	4.9	5.0	6.0	7.2	7.6	8.7								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The unemployment rate is the ratio of the total unemployed (for a specific group) to the total labour force (for that specific group).

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Table 12 • Unemployment rates by region and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
North	4.9	4.4	4.1	3.7	4.9	6.8	7.7	8.8	-2.1	-1.3	-1.5	-1.5	-1.7	-2.2	-1.8	-2.9
M	4.0	3.8	3.4	3.0	4.1	5.8	6.8	7.5								
F	6.1	5.1	5.0	4.6	5.8	8.0	8.6	10.4								
Centre	2.9	2.4	2.2	2.8	3.1	3.6	4.3	5.2	-1.3	-0.9	-2.0	-1.6	-1.6	-1.1	-1.7	-2.1
M	2.3	2.0	1.2	2.0	2.3	3.1	3.5	4.2								
F	3.5	2.8	3.2	3.6	4.0	4.1	5.2	6.3								
Lisbon	6.1	5.9	5.3	5.1	6.7	8.1	7.6	8.6	-1.9	0.3	-0.9	-1.6	-1.4	-0.8	-0.9	-0.4
M	5.2	6.1	4.9	4.3	6.1	7.8	7.2	8.4								
F	7.1	5.8	5.8	6.0	7.5	8.6	6.1	8.8								
Alentejo	8.1	6.4	5.3	6.9	7.5	8.2	8.8	9.1	-7.4	-6.0	-5.5	-5.4	-5.4	-4.5	-4.7	-2.6
M	5.1	4.0	3.1	4.6	5.1	6.2	6.8	8.0								
F	12.4	9.9	8.6	10.0	10.6	10.7	11.5	10.6								
Algarve	6.0	4.7	3.5	3.8	5.2	6.1	5.5	6.2	-2.5	-2.8	-2.0	-2.1	-2.5	-2.5	-1.4	-2.6
M	5.0	3.5	2.7	2.9	4.2	5.0	4.9	5.1								
F	7.4	6.3	4.6	5.0	6.6	7.5	6.3	7.7								
Azores	4.4	3.1	2.9	2.3	2.6	2.9	3.4	4.1	-6.1	-3.3	-3.7	-2.9	-3.0	-3.7	-4.4	-3.6
M	2.2	2.0	1.5	1.3	1.5	1.5	1.7	2.8								
F	8.2	5.3	5.2	4.1	4.5	5.2	6.2	6.4								
Madeira	3.5	2.7	2.5	2.5	2.5	3.4	3.0	4.5	-1.6	-2.0	-0.7	-1.0	-1.0	-2.6	-0.9	-0.8
M	2.8	1.9	2.2	2.1	2.0	2.2	2.6	4.2								
F	4.4	3.8	2.9	3.1	3.0	4.8	3.5	5.0								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • The regional unemployment rate is the percentage of the total regional unemployed population aged >=15 compared to the total regional labour force aged >=15.

Portugal

Table 13 • Unemployed population by age group and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
15-24 age group																
MF	75.2	61.6	58.1	63.6	77.6	89.4	89.2	90.6	-10.7	-6.4	-10.9	-8.7	-4.3	-5.6	-1.8	-4.9
M	32.3	27.7	23.6	27.5	36.7	42.0	43.7	42.9								
F	43.0	34.0	34.5	36.2	41.0	47.5	45.6	47.8								
25-54 age group																
MF	157.7	146.0	128.2	131.0	170.5	225.8	241.0	291.6	-25.5	-10.3	-21.8	-25.3	-26.7	-21.1	-23.9	-30.2
M	66.2	67.9	53.2	52.8	71.9	102.4	108.6	130.8								
F	91.6	78.1	75.0	78.1	98.6	123.5	132.5	160.9								
55-64 age group																
MF	18.7	17.7	18.6	18.2	21.9	26.3	33.8	39.3	5.2	8.4	5.6	3.1	3.0	6.6	6.2	8.8
M	11.9	13.1	12.1	10.7	12.5	16.4	20.0	24.1								
F	6.7	4.7	6.5	7.6	9.5	9.9	13.8	15.3								
65+ age group																
MF	0.3	0.6	0.6	0.7	0.5	0.8	1.0	0.7	0.3	0.2	0.2	0.6	0.2	-0.4	0.4	0.3
M	0.3	0.4	0.4	0.7	0.4	0.2	0.7	0.5								
F	0.0	0.2	0.2	0.1	0.1	0.6	0.3	0.2								
15-64 age group																
MF	251.6	225.2	204.9	212.8	270.1	341.5	364.0	421.6	-31.0	-8.2	-27.1	-31.0	-28.0	-20.2	-19.6	-26.3
M	110.3	108.6	88.9	90.9	121.1	160.7	172.2	197.6								
F	141.3	116.8	116.0	121.8	149.0	180.9	191.8	223.9								
Total (>=15 age group)																
MF	251.9	225.8	205.5	213.6	270.5	342.3	365.0	422.3	-30.7	-8.0	-26.8	-30.4	-27.8	-20.6	-19.3	-26.1
M	110.6	108.9	89.4	91.6	121.4	160.9	172.9	198.1								
F	141.3	116.9	116.2	122.0	149.2	181.5	192.2	224.2								
Description	Weight (%)								GAP (M-F)							
15-24 age group																
MF									-14.3	-10.3	-18.7	-13.7	-5.5	-6.2	-2.1	-5.4
M	42.9	44.9	40.7	43.1	47.3	46.9	49.0	47.3								
F	57.2	55.2	59.3	56.8	52.8	53.2	51.1	52.7								
25-54 age group																
MF									-16.2	-7.0	-17.0	-19.3	-15.6	-9.4	-9.9	-10.3
M	41.9	46.5	41.5	40.3	42.2	45.3	45.0	44.8								
F	68.1	53.5	58.5	69.6	57.8	54.7	55.0	55.2								
55-64 age group																
MF									28.0	47.5	30.0	16.9	13.6	24.9	18.4	22.3
M	63.8	73.8	64.9	68.5	56.8	62.5	59.1	61.2								
F	36.8	26.3	34.9	41.6	43.2	37.6	40.8	38.8								
15-64 age group																
MF									-12.3	-3.7	-13.2	-14.5	-10.4	-5.9	-5.4	-6.2
M	43.8	48.2	43.4	42.7	44.8	47.1	47.3	46.9								
F	56.2	51.8	56.6	57.2	55.2	53.0	52.7	53.1								
Total (>=15 age group)																
MF									-12.2	-3.6	-13.1	-14.2	-10.3	-6.0	-5.3	-6.2
M	43.9	48.2	43.6	42.9	44.9	47.0	47.4	46.9								
F	56.1	51.8	56.5	57.1	55.1	53.0	52.6	53.1								

Source • INE, National Statistics Institute, Labour Force Survey.

Portugal

Table 14 • Unemployed population by type of employment sought, duration of unemployment and sex

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Absolute Values (in thousands)								GAP (M-F)							
Persons seeking their first job																
MF	44.9	33.5	27.3	34.6	41.1	46.3	49.2	58.7	-13.6	-6.4	-5.3	-7.4	-2.9	-3.7	-5.3	-13.0
M	15.7	13.6	11.0	13.6	19.1	21.3	22.0	22.9								
F	29.2	20.0	16.3	21.0	22.0	25.0	27.3	35.9								
Persons seeking a new job																
MF	207.0	192.3	178.2	179.0	229.4	296.1	315.9	303.6	-17.1	-1.6	-21.6	-23.0	-24.9	-16.9	-14.0	-13.1
M	5.0	95.3	78.4	78.0	102.3	139.6	150.9	175.2								
F	112.1	6.9	99.9	101.0	127.1	156.5	165.0	188.3								
Duration of unemployment (1)																
<=11 months																
MF	137.2	132.5	115.6	124.9	167.1	211.7	194.9	208.7	-14.4	-1.2	-18.0	-17.7	-14.3	-3.6	-6.1	-9.0
M	61.4	65.7	48.8	53.6	76.4	104.0	94.4	99.9								
F	75.7	66.8	66.8	71.3	90.7	107.7	00.5	108.8								
12+ months																
MF	114.8	93.3	89.9	85.4	106.0	129.3	168.3	210.8	-16.3	-7.0	-9.0	-12.6	-13.4	-16.7	-13.0	-17.0
M	49.3	43.2	40.5	36.5	43.6	56.3	78.0	96.9								
F	65.6	50.1	49.5	49.0	57.0	73.0	91.0	113.9								
25+ months																
MF	66.4	47.5	50.2	43.4	51.1	59.2	87.9	105.8	-7.5	-7.0	-4.9	-11.1	-6.8	-8.9	-8.3	-16.1
M	29.4	20.3	22.7	16.2	22.1	25.2	39.8	44.9								
F	37.0	27.3	27.6	27.2	28.9	34.1	48.1	60.9								
LEVEL OF EDUCATION																
Basic education or lower – 3 rd cycle																
MF	197.8	174.2	161.1	165.6	207.3	255.5	275.1	311.2	-17.0	3.6	-12.9	-18.2	-10.3	0.6	-0.8	-2.4
M	90.4	88.9	74.1	73.8	98.5	128.0	137.1	154.4								
F	107.4	85.3	87.0	92.0	108.8	127.4	137.9	156.8								
Secondary education																
MF	38.9	33.8	29.2	30.0	37.2	49.9	52.1	64.8	-8.2	-6.8	-8.6	-4.2	-4.5	-8.3	-7.7	-10.6
M	15.3	13.5	10.3	12.9	16.4	20.8	22.2	27.1								
F	23.5	20.3	18.9	17.1	20.9	29.1	29.9	37.7								
Higher education																
MF	15.3	17.8	15.3	17.8	26.1	37.0	37.9	46.2	-5.5	-4.9	-5.3	-8.0	-13.0	-12.8	-10.9	-12.9
M	4.9	6.5	5.0	4.9	6.5	12.1	13.5	16.7								
F	10.4	11.4	10.3	12.9	19.5	24.9	24.4	29.6								

Portugal

Table 14 • Unemployed population by type of employment sought, duration of unemployment and sex

(Continuation)

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Weight (%)								GAP (M-F)							
Persons seeking their first job																
MF	17.8	14.8	13.3	16.2	15.2	13.5	13.5	13.9	-5.4	-2.8	-2.6	-3.4	-1.1	-1.1	-1.5	-3.1
M	6.2	6.0	5.4	6.4	7.1	6.2	6.0	5.4								
F	11.6	8.9	7.9	9.8	8.1	7.3	7.5	8.5								
Persons seeking a new job																
MF	82.2	85.2	86.7	83.8	84.8	86.5	86.5	86.1	-6.8	-0.7	-10.5	-10.8	-9.2	-4.9	-3.8	-3.1
M	37.7	42.2	38.1	36.5	37.8	40.8	41.3	41.5								
F	44.5	42.9	48.6	47.3	47.0	45.7	45.2	44.6								
Duration of unemployment (1)																
<=11 months																
MF	54.4	58.7	56.2	59.4	62.4	62.1	53.6	49.8	-5.7	-0.5	-8.7	-8.4	-5.3	-1.1	-1.7	-2.1
M	24.4	29.1	23.7	25.5	28.5	30.5	25.9	23.8								
F	30.0	29.6	32.5	33.9	33.9	31.6	27.6	25.9								
12+ months																
MF	45.6	41.3	43.8	40.6	37.6	37.9	46.4	50.2	-6.5	-3.1	-4.4	-6.0	-5.0	-4.9	-3.6	-4.0
M	19.5	19.1	19.7	17.3	16.3	16.5	21.4	23.1								
F	26.0	22.2	24.1	23.3	21.3	21.4	25.0	27.1								
25+ months																
MF	26.3	21.0	24.4	20.6	19.1	17.4	24.2	25.2	-3.0	-3.1	-2.4	-5.3	-2.5	-2.6	-2.3	-3.8
M	11.7	9.0	11.0	7.7	8.3	7.4	10.9	10.7								
F	14.7	12.1	13.4	12.9	10.8	10.0	13.2	14.5								
LEVEL OF EDUCATION																
Basic education or lower – 3 rd cycle																
MF	78.5	77.1	78.4	77.6	76.6	74.6	75.3	73.7	-6.7	1.6	-6.3	-8.5	-3.8	0.2	-0.2	-0.6
M	35.9	39.4	36.0	34.6	36.4	37.4	37.6	36.6								
F	42.6	37.8	42.3	43.1	40.2	37.2	37.8	37.1								
Secondary education																
MF	15.4	15.0	14.2	14.0	13.7	14.6	14.3	15.3	-3.3	-3.0	-4.2	-2.0	-1.7	-2.4	-2.1	-2.5
M	6.1	6.0	5.0	6.0	6.1	6.1	6.1	6.4								
F	9.3	9.0	9.2	8.0	7.7	8.5	8.2	8.9								
Higher education																
MF	6.1	7.9	7.4	8.3	9.6	10.8	10.4	10.9	-2.2	-2.2	-2.6	-3.7	-4.8	-3.7	-3.0	-3.1
M	1.9	2.9	2.4	2.3	2.4	3.5	3.7	4.0								
F	4.1	5.0	5.0	6.0	7.2	7.3	6.7	7.0								

Source • INE, National Statistics Institute, Labour Force Survey.

Note • (1) As of 2001 data excludes the unemployed who are no longer seeking a job and who are about to start a job within the next 3 months.

Portugal

Table 15 • Unemployment ratios

Description	1998	1999	2000	2001	2002	2003	2004	2005	1998	1999	2000	2001	2002	2003	2004	2005
	Rate (%)								GAP (M-F)							
LTU/TU																
MF	45.6	41.3	43.8	40.0	37.2	37.8	46.3	49.9	-1.9	-3.2	2.8	-0.4	-2.3	-5.2	-2.2	-1.9
M	44.5	39.6	45.3	39.8	35.9	35.0	45.1	48.9								
F	46.4	42.9	42.6	40.2	38.2	40.2	47.3	50.8								
Youth Unemployment/ Total Unemployment																
MF	29.9	27.3	28.3	29.8	28.7	26.1	24.4	21.5	-1.3	-3.7	-3.2	0.3	2.8	-0.1	1.6	0.3
M	29.2	25.4	26.4	30.0	30.2	26.1	25.3	21.6								
F	30.4	29.1	29.7	29.6	27.5	26.2	23.7	21.3								
Male Unemployment/ Total Unemployment									-12.2	-3.6	-13.1	-14.2	-10.3	-6.0	-5.3	-6.2
Female Unemployment/ Total Unemployment																
56.1	51.8	56.5	57.1	55.1	53.0	52.6	53.1									

Source • INE, National Statistics Institute, Labour Force Survey.

**Table 16 • Trend in wages (Basic Wages/Earnings)
2002-2003 – By level of qualification**

Portugal Mainland

Level of qualification	2002										2003									
	Basic Wages					Earnings					Basic Wages					Earnings				
	Total	Men	Women	WW/MW (%)	GAP(M-F)	Total	Men	Women	EW/EM*100	GAP(M-F)	Total	Men	Women	WW/MW (%)	GAP(M-F)	Total	Men	Women	EW/EM*100	GAP(M-F)
Total	687.48	747.42	601.00	80.4	146.42	819.71	903.81	698.37	77.3	205.44	714.29	779.65	622.14	79.8	157.51	852.40	944.90	721.99	76.4	222.91
Managers	1190.15	2208.65	1550.52	70.6	649.13	2289.13	2537.13	1800.36	71.0	736.77	1985.13	2180.15	1553.45	71.3	626.70	2265.36	2518.27	1761.16	70.7	737.11
Middle management staff	1345.84	1414.39	1238.00	87.5	176.39	1566.56	1688.81	1425.71	84.4	263.10	1318.47	1380.39	1219.34	88.3	161.05	1558.14	1658.79	1397.01	84.2	261.78
Forepersons and Team Leaders	912.04	934.90	837.10	89.5	97.80	1103.47	1139.78	984.46	86.4	155.32	930.50	962.66	831.66	86.4	130.80	1124.30	1173.34	973.90	83.0	199.44
Highly-qualified professionals	1006.57	1041.90	961.12	92.2	80.78	1242.09	1315.19	1148.04	87.3	167.15	1023.56	1074.17	961.58	89.5	112.59	1251.90	1341.74	1140.66	85.0	201.08
Semi-qualified professionals	583.98	607.49	541.71	89.2	65.78	702.00	740.43	632.93	85.5	107.50	599.67	624.07	557.22	89.3	66.85	723.87	764.97	652.32	85.3	112.65
Qualified professionals	470.24	516.75	435.73	84.3	81.02	560.28	643.16	498.77	77.5	144.39	482.91	529.39	449.15	84.8	80.24	576.43	660.39	515.43	78.0	144.96
Non-qualified professionals	423.31	440.23	402.04	91.3	38.19	501.89	534.03	461.48	86.4	72.55	436.03	457.29	410.50	89.8	46.79	515.96	555.12	468.92	84.5	86.20
Apprentices	403.88	413.37	394.84	95.5	18.53	465.42	479.95	451.58	94.1	28.37	413.64	423.54	404.14	95.4	19.40	478.12	493.69	463.18	93.8	30.51
Unknown	668.63	700.52	590.96	84.4	109.56	810.04	865.19	675.70	78.1	189.49	627.15	862.93	525.73	79.3	137.20	766.01	821.89	607.60	73.9	214.29

Source • MTSS/DGEEP, "Quadros de Pessoal" (Personnel Records).

**Table 17 • Trend in wages (Basic Wages/Earnings)
2002-2003 – By economic activity**

CAE – ver.2

Portugal Mainland

	2002										2003									
	Basic Wages					Earnings					Basic Wages					Earnings				
	Total	Men	Women	WW/MW (%)	GAP(M-F)	Total	Men	Women	EW/EM*100	GAP(M-F)	Total	Men	Women	WW/MW (%)	GAP(M-F)	Total	Men	Women	EW/EM*100	GAP(M-F)
Total	687.48	747.42	601.00	80.04	146.42	819.71	903.81	698.37	77.3	205.44	714.29	779.65	622.14	79.8	157.51	852.40	944.90	721.99	76.4	222.91
Agriculture, Farming of Animals, Hunting and Forestry	488.20	520.40	428.38	82.3	92.02	554.96	595.00	480.59	80.8	114.41	514.97	548.02	452.35	82.5	95.67	585.69	626.14	509.01	81.3	117.13
Fishing	713.48	731.87	615.06	84.0	116.81	826.91	843.97	735.65	87.2	108.32	709.74	727.57	621.25	85.4	106.32	871.84	890.52	779.13	87.5	111.39
Mining and quarrying	658.27	657.03	670.90	102.1	-13.87	799.23	801.39	777.09	97.0	24.30	691.56	689.13	715.71	103.9	-26.58	845.82	847.81	826.10	97.4	21.71
Manufacturing	632.60	722.54	506.51	70.1	216.03	738.02	851.12	579.45	68.1	271.67	657.40	750.42	526.90	70.2	223.52	769.42	887.79	603.34	68.0	284.45
Electricity, Gas and Water Supply	1199.07	1201.68	1188.29	98.7	15.39	1704.98	1735.68	1554.67	89.6	181.01	1292.46	1302.70	1243.58	95.5	59.12	1668.72	1705.78	1491.93	87.5	213.85
Construction	560.96	556.68	614.22	110.3	-57.54	661.67	658.40	702.40	106.7	-44.00	590.81	586.28	641.75	109.5	-55.47	696.81	693.48	734.26	105.9	-40.78
Wholesale and Retail Trade; repair of motor vehicles, motorcycles and personal and household goods	659.01	727.00	570.05	78.4	156.95	760.10	839.13	656.70	78.3	182.43	691.20	760.97	599.08	78.7	161.89	795.84	877.58	687.91	78.4	189.67
Hotels and Restaurants	493.57	559.89	452.78	80.9	107.11	534.26	611.80	486.45	79.5	125.35	516.11	587.76	470.70	80.1	117.06	561.08	644.73	508.07	78.8	136.66
Transport, Storage and Communication	894.12	872.62	970.61	111.2	-97.99	1207.94	1202.76	1226.38	102.0	-23.62	906.18	879.98	1002.92	114.0	-122.94	1213.30	1200.53	1261.78	105.1	-61.25
Financial Intermediation	1192.74	1259.78	1100.29	87.3	159.49	1707.51	1813.33	1561.59	86.1	251.74	1210.14	1334.91	1091.94	81.8	242.97	1833.30	2015.40	1576.26	78.2	439.14
Real Estate, Renting and Business Activities	870.88	979.14	733.76	74.9	245.38	1008.82	1142.90	839.01	73.4	303.89	1066.53	965.85	733.59	76.0	232.26	998.57	1707.08	836.84	49.0	870.24
Public Administration and Defence; Compulsory Social	1055.95	1063.59	1050.03	98.7	13.56	1233.26	1266.48	1207.55	95.3	58.93	1137.61	1139.19	1136.24	99.7	2.95	1352.03	1379.55	1328.12	96.3	51.43
Security	805.61	952.27	758.92	79.7	193.35	876.28	1059.03	818.11	77.3	240.92	884.79	1049.41	830.22	79.1	219.19	963.29	1164.08	896.73	77.0	267.35
Education	581.21	761.87	555.93	73.0	205.94	652.69	874.78	621.62	71.1	253.16	605.32	803.81	577.21	71.8	226.60	677.38	915.09	643.72	70.3	271.37
Health and Social Work	810.95	1057.98	640.09	60.5	417.89	940.17	1249.05	726.54	58.2	522.51	811.30	1076.12	641.46	59.6	434.66	934.40	1265.06	722.32	57.1	542.74
Other Community, Social and Personal Service Activities	0	0	0	0	0	0	0	0	0	0	1027.82	838.07	1136.25	135.6	-298.18	1087.32	862.45	1215.82	141.0	-353.37
Extra-territorial organisations and bodies																				

ANNEX

Table 18 • Physical and financial implementation of LEI Aimed at Helping Families and Employment-Family measures – PEPS, 2004 and 2005

	2004		2005	
	Physical impl.	Financial impl.	Physical impl.	Financial impl.
LEI Aimed at Helping Families	37	545.148,09 €	79	1.122.702,91 €
Employment-Family measures – PEPS	115	187.720,64 €	180	321.337,33 €

Source • Institute for Employment and Vocational Training (IEFP).

Table 19 • Persons benefiting from employment measures, 2004 and 2005

Employment programmes	2004			2005					Increase rate 2005/2004		
	Total	M	W	Total	M	W	%M	%W	Total	M	W
	81435	23222	58213	83953	24864	59089	29.6	70.4	3.1	7.1	1.5
Training and Employment	17531	5770	11761	20061	6936	13125	34.6	65.4	14.4	20.2	11.6
Training Grants	285	154	131	479	292	187	61.0	39.0	68.1	89.6	42.7
Training and Employment Programmes	29	6	23	0	0	0	–	–	-100.0	-100.0	-100.0
Traineeships	17134	5588	11546	19058	6357	12701	33.4	66.6	11.2	13.8	10.0
Traineeships for Portuguese Descendants	75	18	57	16	3	13	18.8	81.3	-78.7	-83.3	-77.2
Traineeships (INOV-JOVEM)	–	–	–	503	282	221	56.1	43.9	–	–	–
Traineeships (PE CSRL)	8	4	4	5	2	3	40.0	60.0	37.5	-50.0	-25.0
Job and Enterprise Creation	7028	3352	3676	7116	3300	3816	46.4	53.6	1.3	-1.6	3.8
PEOE – Investment (*)	2716	1276	1440	2808	1254	1554	44.7	55.3	3.4	-1.7	7.9
Local Employment Initiatives (LEI) – Job Creation	3556	1678	1878	3889	1749	2140	45.0	55.0	9.4	4.2	14.0
LEI (*) – Increase	599	282	317	887	387	500	43.6	56.4	48.1	37.2	57.7
Self-Employment – Job Creation	1675	1100	575	1608	1018	590	63.3	36.7	-4.0	-7.5	2.6
Self-Employment – Increase (*)	20	13	7	17	11	6	64.7	35.3	-15.0	-15.4	-14.3
Recruitment aids	1380	454	926	1100	335	765	30.5	69.5	-20.3	-26.2	-17.4
Recruitment aids – Increase (*)	45	14	31	52	17	35	32.7	67.3	15.6	21.4	12.9
Aid for the Conversion of Employment Contracts	262	80	182	235	92	143	39.1	60.9	10.3	15.0	-21.4
INOV-JOVEM Integration Programme	–			23	10	13	43.5	56.5	–	–	–
LEI aimed at helping Families – Job Creation	37	1	36	79	11	68	13.9	86.1	113.5	1000.0	88.9

Table 19 • Persons benefiting from employment measures, 2004 and 2005 (Continuation)

Employment programmes	2004			2005					Increase rate 2005/2004		
	Total	M	W	Total	M	W	%M	%W	Total	M	W
	81435	23222	58213	83953	24864	59089	29.6	70.4	3.1	7.1	1.5
PFITMAD – Integration Bonus	34	1	33	29	3	26	10.3	89.7	-14.7	200.0	-21.2
Placement Bonus	38	14	24	42	19	23	45.2	54.8	10.5	35.7	-4.2
Promotion of Craft Industry - Craftspeople	46	24	22	111	63	48	56.8	43.2	141.3	162.5	118.2
Social Employment Market	56592	14048	42544	56289	14554	41735	25.9	74.1	-0.5	3.6	-1.6
Workshop Schools	738	204	534	89	55	34	61.8	38.2	-87.9	-73.0	-93.6
Integration Companies – Prof.	4443	984	3459	4265	995	3270	23.3	76.7	-4.0	1.1	-5.5
Integration Companies – Integration Bonus	219	17	202	184	23	161	12.5	87.5	-16.0	35.3	-20.3
Employment Insertion - Soc. Int. Act.	2675	659	2016	635	154	481	24.3	75.7	-76.3	-76.6	-76.1
Employment Insertion – Integration Bonus	29	3	26	46	4	42	8.7	91.3	58.6	33.3	61.5
Occupational Programmes for Persons in Need	9875	2819	7056	11880	3822	8058	32.2	67.8	23.0	35.6	14.2
ME/MLS Joint Order	1675	211	1464	1217	143	1074	11.8	88.2	-27.3	-32.2	-26.6
SSET/SST Joint Order	86	11	75	64	7	57	10.9	89.1	-25.6	-36.4	-24.0
MLS/MC Joint Order	410	119	291	813	268	545	33.0	67.0	98.3	125.2	87.3
MADRP/MSST(*) Joint Order n.º 256/2004	1151	611	540	1078	616	462	57.1	42.9	-6.3	0.8	-14.4
Other	284	52	232	487	74	413	15.2	84.8	71.5	42.3	78.0
Geographic Mobility - Employ. and Social Prot. Prog. (PEPS)	14	9	5	8	6	2	75.0	25.0	42.9	-33.3	-60.0
Training of Youth Workers	19	3	16	34	4	30	11.8	88.2	78.9	33.3	87.5
Beira Interior Intervention Plan – Empl.- Family	0	0	0	70	2	68	2.9	97.1	–	–	–
Employ. And Social Prot. Progr. – Empl. – Family	115	8	107	180	13	167	7.2	92.8	56.5	62.5	56.1
Setúbal Peninsula Intervention Plan – Training and Integration (FORIN)	–	–	–	156	38	118	24.4	75.6	–	–	–
Setúbal Peninsula Intervention Plan – Employ.-Solidarity Contract	136	32	104	34	9	25	26.5	73.5	-75.0	-71.9	-76.0
Setúbal Peninsula Intervention Plan – Investment Promotion (PROIN)	–	–	–	5	2	3	40.0	60.0	–	–	–

Source • Institute for Employment and Vocational Training (IEFP), Summary of Employment and Vocational Training Programmes and Measures.

Table 20 • Persons benefiting from training measures, 2004 and 2005

Vocational training	2004			2005					Increase rate 2005/2004		
	Total	M	W	Total	M	W	%M	%W	Total	M	W
Apprenticeship	26983	16869	10114	26221	16481	9740	62.9	37.1	-2.8	-2.3	3.7
Training for Labour Market Integration	7042	3778	3264	5707	3102	2605	54.4	45.6	19.0	-17.9	-20.2
Educ. and Train. Courses for Young People w/ Low Educ. Level	4525	3076	1449	-	-	-	-	-	-	-	-
Educ. and Train. Cour. for Young People seeking their first job	-	-	-	6106	4024	2082	65.9	34.1	-	-	-
Technological specialisation courses	466	401	65	536	439	97	81.9	18.1	15.0	9.5	49.2
Continuing Training	55520	30275	25245	58455	32592	25863	55.8	44.2	5.3	7.7	2.4
"Portugal Acolhe" Programme	0	0	0	1676	761	915	45.4	54.6	-	-	-
Vocational Training for the Unemployed	18737	6186	12551	18459	6582	11877	35.7	64.3	-1.5	6.4	-5.4
Adults' Education and Training Courses/ Socio-Professional Courses or the Unemployed	5630	1052	4578	6581	1300	5281	19.8	80.2	16.9	23.6	15.4
Training of Trainers	4185	1924	2261	3760	1738	2022	46.2	53.8	-10.2	-9.7	-10.6
Vocational Training for Disadvantaged Groups	1676	1170	506	2039	1467	572	71.9	28.1	21.7	25.4	13.0
Other Activities (2)	6093	3619	2474	8077	3945	4132	48.8	51.2	32.6	9.0	67.0
Employment Training (EM FORMA) - Employ. and Social Prot. Progr.	17	0	17	13	3	10	23.1	76.9	-23.5	-	-41.2
FACE - Employ. and Social Prot. Progr.	0	0	0	355	157	198	44.2	55.8	-	-	-
Art. and Cultural Heritage Support - Continuing Training - Employ. and Social Prot. Progr.	73	27	46	41	20	21	48.8	51.2	-43.8	-25.9	-54.3
Continuing Training for Skilled Workers	0	0	0	183	67	116	36.6	63.4	-	-	-
Training for skilled jobs (FORMEQ) - Employ. and Social Prot. Progr.	15	3	12	20	15	5	75.0	25.0	33.3	400.0	-58.3
Training for skilled unemployed (FORDESQ) - Employ. and Social Prot. Progr.	8806	2386	6420	7833	2141	5692	27.3	72.7	-11.0	-10.3	-11.3

Table 20 • Persons benefiting from training measures, 2004 and 2005

(Continuation)

Vocational training	2004			2005					Increase rate 2005/2004		
	Total	M	W	Total	M	W	%M	%W	Total	M	W
Training for skilled unemployed – DM	886	262	624	1539	414	1125	26.9	73.1	73.7	58.0	80.3
Educ. and Train. Courses for Young People	0	0	0	65	13	52	20.0	80.0	-	-	-
GESTIC Prog.- Beira Interior Intervention Plan	148	35	113	94	23	71	24.5	75.5	-36.5	-34.3	-37.2
Art. and Cultural Heritage Support – Initial Training – Employ. and											
Social Prot. Progr.	1635	371	1264	2055	480	1575	23.4	76.6	-25.7	29.4	24.6
Special Training	327	122	205	301	146	155	48.5	51.5	-8.0	19.7	-24.4
Adults' Education and Training Courses for Disadvantaged Groups	775	227	548	688	284	404	41.3	58.7	-11.2	25.1	-26.3

Source • Institute for Employment and Vocational Training (IEFP), Summary of Employment and Vocational Training Programmes and Measures.

Table 21 • Trend in registered unemployment by gender in Portugal Mainland

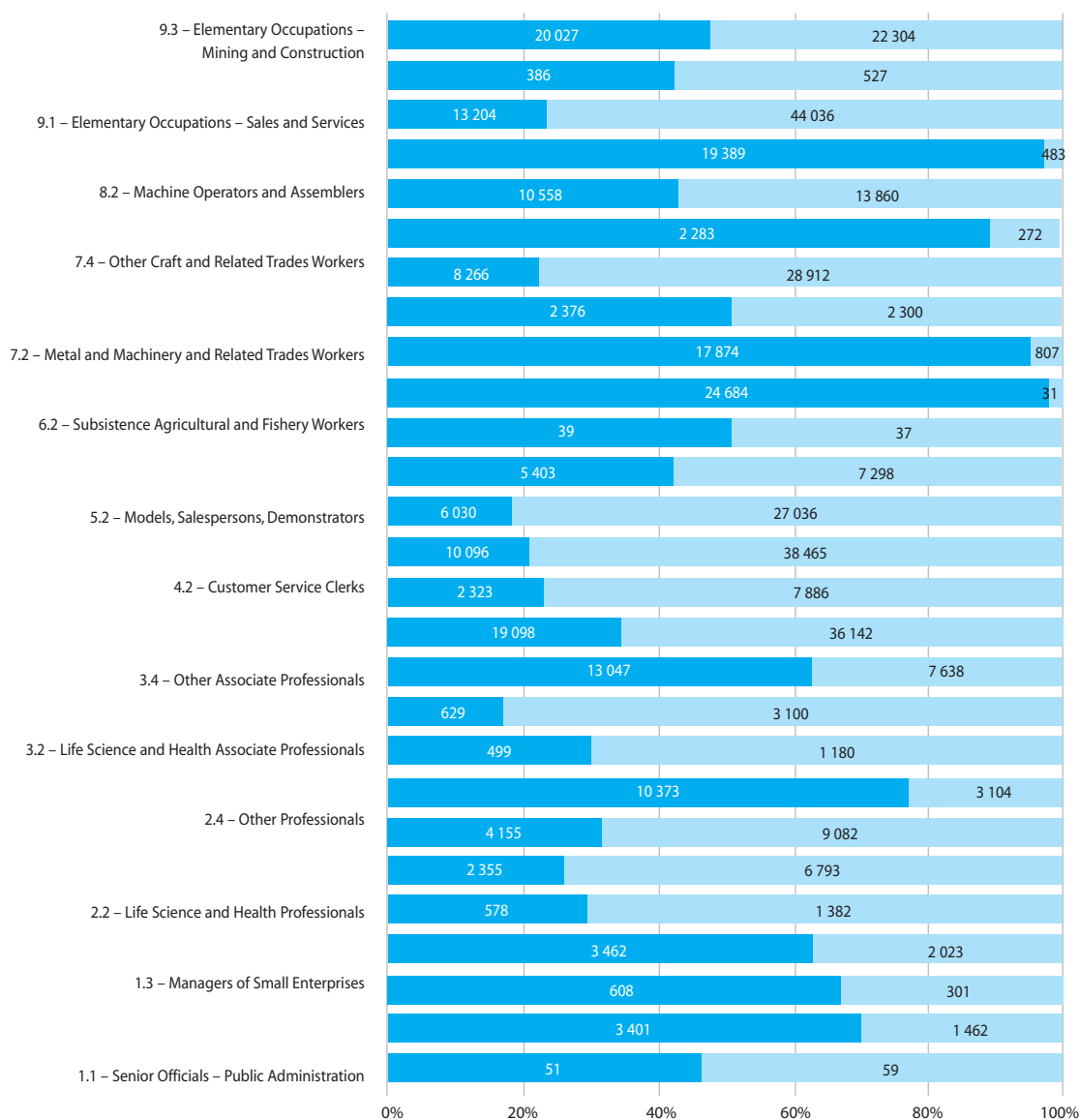
	2003		%	2004		%	2005		%	Var. %	
										2004/2003	2005/2004
REGISTERED UNEMPLOYMENT	443 105	100.0		457 864	100.0		468 115	100.0		+3.3	+2.2
Gender											
Men	191 451	43.2		200 162	43.7		201 194	43.0		+4.5	+0.5
Women	251 654	56.8		257 702	56.3		266 921	57.0		+2.4	+3.6

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

Table 22 • Structure of registered unemployment by gender in Portugal Mainland 2005

	M	%	W	%	Total	%
REGISTERED UNEMPLOYMENT	201 194	100.0	266 921	100.0	468 115	100.0
REGION						
North	91 205	45.3	124 822	46.8	216 027	46.1
Centre	26 056	13.0	38 612	14.5	64 668	13.8
Lisbon TV	68 180	33.9	79 874	29.9	148 054	31.6
Alentejo	9 491	4.7	14 052	5.3	23 543	5.0
Algarve	6 262	3.1	9 561	3.6	15 823	3.4
AGE GROUP						
Young People	26 141	13.0	38 805	14.5	64 946	13.9
Adults	175 053	87.0	228 116	85.5	403 169	86.1
TYPE OF EMPLOYMENT SOUGHT						
First Job	11 154	5.5	20 677	7.7	31 831	6.8
New Job	190 040	94.5	246 244	92.3	436 284	93.2
LEVEL OF EDUCATION						
None	9 447	4.7	15 278	5.7	24 725	5.3
Basic education – 1st cycle	71 452	35.5	82 896	31.1	154 348	33.0
Basic education – 2nd cycle	41 484	20.6	54 980	20.6	96 464	20.6
Basic education – 3rd cycle	34 748	17.3	43 174	16.2	77 922	16.6
Secondary education	30 823	15.3	42 744	16.0	73 567	15.7
Higher education	13 240	6.6	27 849	10.4	41 089	8.8
DURATION OF UNEMPLOYMENT						
< 1 year	115 886	57.6	157 337	58.9	273 223	58.4
> = 1 year	85 308	42.4	109 584	41.1	194 892	41.6
REASONS FOR REGISTRATION						
Former Student	7 553	3.8	12 748	4.8	20 301	4.3
Completed Education/Training	5 511	2.7	14 435	5.4	19 946	4.3
Dismissed	53 597	26.6	62 485	23.4	116 082	24.8
Resigned	8 092	4.0	10 886	4.1	18 978	4.1
Mutual Agreement	32 533	16.2	28 420	10.6	60 953	13.0
End of Temp. Employ. Contract	67 104	33.4	89 308	33.5	156 412	33.4
Other former unemployed	1 607	0.8	10 508	3.9	12 115	2.6
Self-employed	1 224	0.6	1 326	0.5	2 550	0.5
Other	23 973	11.9	36 806	13.8	60 778	13.0

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

Chart 1 • Registered unemployment by occupation and gender

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

Men Women

**Table 23 • Registered unemployment (new employment)
by Economic Activity (CAE) and by gender**

Portugal Mainland

2005

	M	%	W	%	Total
Total	190 040	100	246 244	100	436 284
Agriculture, Farming of Animals, Hunting, Forestry and Fishing	6 396	3.4	10 725	4.4	17 121
Industry, Energy, Water and Construction	89 594	47.1	83 951	34.1	173 545
Mining and quarrying	945	0.5	259	0.1	1 204
Manufacture of food products, beverages and tobacco	4 427	2.3	7 076	2.9	11 503
Manufacture of textiles	8 138	4.3	11 645	4.7	19 783
Manufacture of wearing apparel	3 042	1.6	24 913	10.1	27 955
Manufacture of leather and leather products	3 431	1.8	8 110	3.3	11 541
Manufacture of wood and cork	3 051	1.6	2 123	0.9	5 174
Manufacture of paper; publishing and printing	3 409	1.8	2 408	1.0	5 817
Manufacture of petroleum, chemicals, rubber and plastic products	3 181	1.7	2 329	0.9	5 510
Manufacture of other non-metallic mineral products	3 433	1.8	3 293	1.3	6 726
Manufacture of basic metals, machinery and equipment n.e.c.	8 586	4.5	3 492	1.4	12 078
Manufacture of electrical and electronic machinery	2 732	1.4	6 036	2.5	8 768
Manufacture of transport equipment	3 121	1.6	3 762	1.5	6 883
Manufacture of furniture, recycling, manufacturing n.e.c.	3 867	2.0	2 902	1.2	6 769
Electricity, gas and water supply	567	0.3	172	0.1	739
Construction	37 664	19.8	5 431	2.2	43 095
Services	93 815	49.4	151 092	61.4	244 907
Sale, maintenance and repair of motor vehicles and fuels	7 048	3.7	2 701	1.1	9 749
Wholesale and retail trade	20 491	10.8	35 893	14.6	56 384
Hotels and Restaurants	10 385	5.5	27 150	11.0	37 535
Transport and related activities	10 277	5.4	2 917	1.2	13 194
Post and telecommunications	1 932	1.0	1 414	0.6	3 346
Financial intermediation and insurance	1 360	0.7	1 176	0.5	2 536
Real estate, renting, computer, research and business activities	23 166	12.2	27 550	11.2	50 716
Public administration, education, health and social work	9 305	4.9	31 763	12.9	41 068
Other Services	9 851	5.2	20 528	8.3	30 379
Non-classified	235	0.1	476	0.2	711

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

Table 24 • Trend in unemployed placements by gender, in Portugal mainland

	2003		2004		2005		Var. %	
		%		%		%	2004/2003	2005/2004
PLACEMENTS DURING THE YEAR	57 179	100.0	51 316	100.0	52 114	100.0	-10.3	+1.6
Gender								
Men	22 281	39.0	21 057	41.0	22 127	42.5	-5.5	+5.1
Women	34 898	61.0	30 259	59.0	29 987	57.5	-13.3	-0.9

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

Table 25 • Structure of unemployed placements by gender and job placement rate

Portugal Mainland

2005

	Unemployed Placements		Job Placement Rate (%)
		%	
Total	52 114	100	5.1
Gender			
Men	22 127	42.5	5.1
Women	29 987	57.5	5.1

Source • Institute for Employment and Vocational Training (IEFP), PL-ES.

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