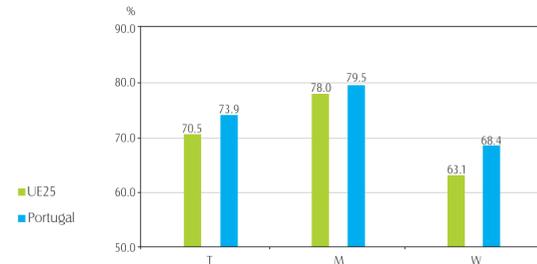




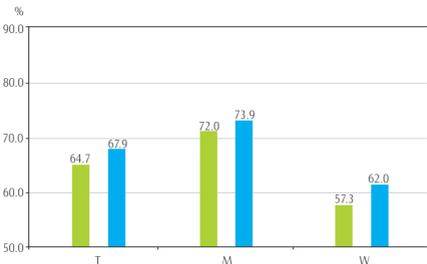
Activity Rate in Portugal and in the EU25, 2006

The activity rate in Portugal is higher than the EU25 average, particularly in the case of women. In 2006, the female activity rate in Portugal was 68.4% compared with 63.1% in EU25.



Source: Eurostat, EU Labour Force Survey. Note: Activity rate calculated as a percentage of the population aged between 15 and 64.

Employment Rate in Portugal and in the EU25, 2006

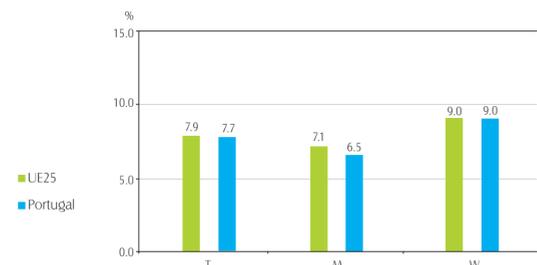


The employment rate in Portugal also exceeds the EU25 average. This difference is particularly marked in the case of women, as the female employment rate in Portugal in 2006 was 62% compared with 57.3% in EU25.

Source: Eurostat, EU Labour Force Survey.

Unemployment Rate in Portugal and in the EU25, 2006

In 2006, the unemployment rate in Portugal was very similar to the rate in EU25. While the female unemployment rates were similar at 9%, in the case of men, the unemployment rate in Portugal was 6.5%, which was slightly lower than the 7.1% EU25 rate.



Source: Eurostat, EU Labour Force Survey.

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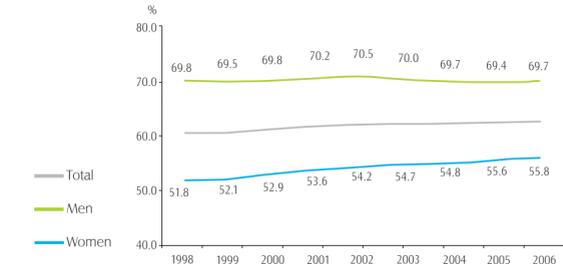
WOMEN AND MEN WORK, EMPLOYMENT AND FAMILY LIFE

Some Indicators | 2007



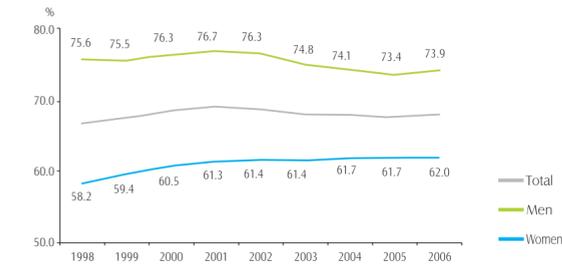
Activity Rate, 1998-2006

The female activity rate has increased since 1998 – 4 percentage points by 2006 – while the male activity rate has fallen slightly since 2002. In 2006, the female activity rate was 55.8% and the male activity rate was 69.7%.



Source: National Statistics Institute, Labour Force Survey. Note: The activity rate is the ratio between the total active population and the total population aged 15 or more. This calculation method differs from that used by the National Statistics Institute, i.e. the ratio between the active population aged 15 or more and the total population.

Employment Rate, 1998-2006

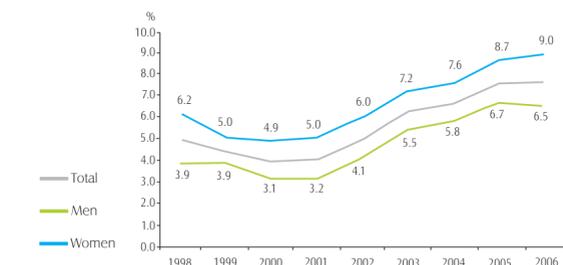


Source: National Statistics Institute, Labour Force Survey.

There has been a trend towards the narrowing of the gap between the female employment rate, which has increased by 3.8 percentage points between 1998 and 2006, and the male employment rate, which fell by 2.8 percentage points during the same period. In 2006, the female employment rate was 62% compared with a male employment rate of 73.9%.

Unemployment Rate, 1998-2006

The female unemployment rate has systematically exceeded the male unemployment rate. This difference has become more pronounced in recent years: in 2006, 6.5% of men compared with 9% of women were unemployed.



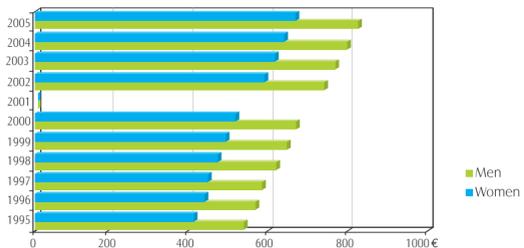
Source: National Statistics Institute, Labour Force Survey.



Wages, Salaries and Earnings

Wages, Salaries and Earnings

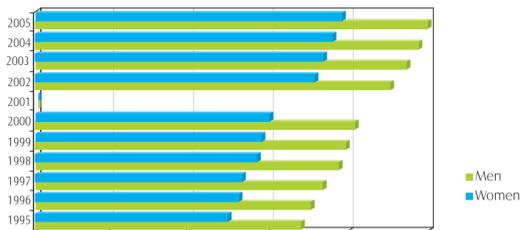
Average Monthly Basic Wage, 1995-2005 (euros)



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

Between 1995 and 2000, women earned approximately 77% of the average monthly basic wage of men. Despite the reduction of the gender wage gap noted as from 2002, in 2005 women still earned 19.3% less than men.

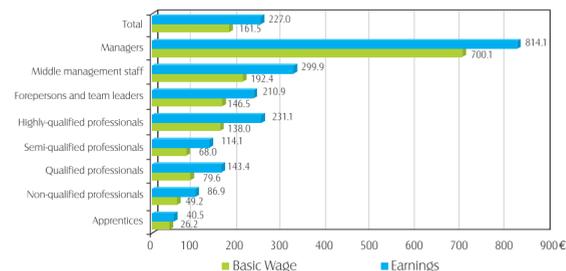
Average Monthly Earnings, 1995-2005 (euros)



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

However the gender pay gap is more pronounced when average monthly earnings are considered (which includes other salary components, which are generally discretionary) – in this case the pay gap between women and men was 22.6% in 2005.

Pay Gap by Level of Qualification, 2005 (euros)



Source: MTSS/DGEEP, Personnel Records, 2005.
Note: The pay gap is the difference between the wages/earnings of men and the wages/earnings of women.

The gender pay gap is greater the higher the level of qualification. This gap is particularly marked in the managers category, in which women earn 29.4% less than men, in terms of average basic wage, and 30% less in terms of earnings.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



Employees according to Level of Qualification, 2005

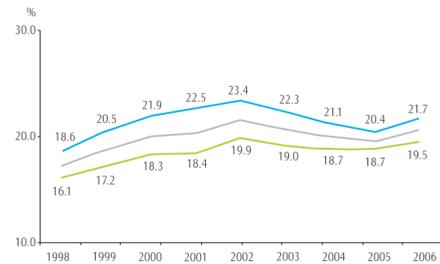


Source: MTSS/DGEEP, Personnel Records, 2005.

Women predominate at lower qualification levels. Most management and executive-level positions are occupied by men.

In 2005, women accounted for only 37.6% of managers, 43.6% of middle management staff and 26.3% of forepersons and team leaders.

Employed Population with a Non-Permanent Contract, 1998-2006



Source: National Statistics Institute, Labour Force Survey.

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

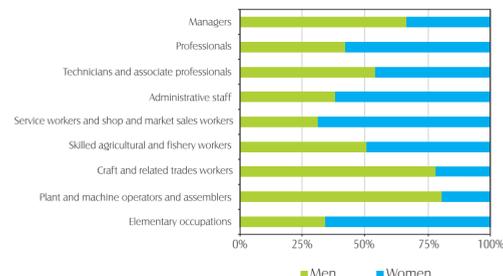
Nevertheless, women are still most affected by precarious employment and, in 2006, the gender gap increased again. 19.5% of employed men had a non-permanent contract compared with 21.7% of women.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



Employed Population by Occupation, 2006



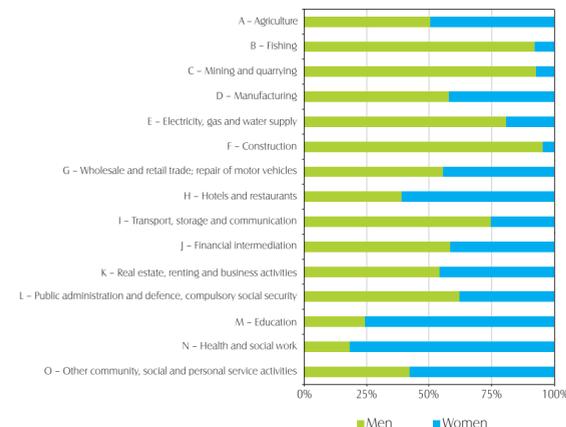
Source: National Statistics Institute, Labour Force Survey, 2006.

Occupations related to industrial production are mostly occupied by men, i.e. craft and related trades workers (81.1%) and plant and machine operators (81.1%).

The same is true of managers (67.2%).

However, women predominate among professionals (57.2%), administrative staff (61.2%), service workers and shop and market sales workers (68.3%), and in elementary occupations (65.2%).

Employed Population by Economic Activity, 2006



Source: National Statistics Institute, Labour Force Survey, 2006.

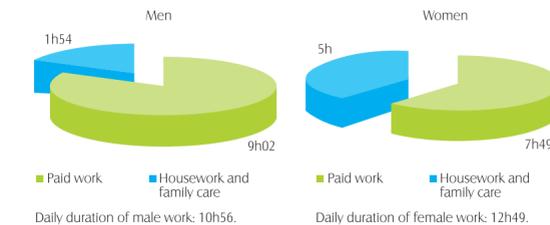
Women clearly predominate in the health and social work (81.9%), education (75.7%), and hotels and restaurants (61.4%) sectors. The more male-dominated activities are construction (95.4%), mining and quarrying (92.5%), fishing (92.3%), electricity, gas and water supply (80.5%) and transport, storage and communication (74.7%).

Unpaid Work – Housework and Family Care

Unpaid Work – Housework and Family Care



Average Duration of the Various Forms of Work



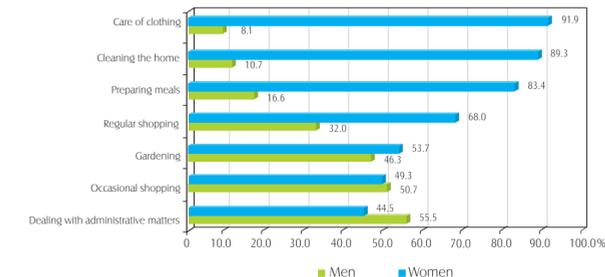
Men devote more time than women to paid work (i.e. to an occupational activity).

However, and to the extent that women devote 3 more hours than men to housework and the provision of care to the family throughout the day, women, on average, work 2 more hours per day than men.

Daily duration of male work: 10h56. Daily duration of female work: 12h49.

Source: National Statistics Institute, Time Occupation Survey, 1999.

Who Does the Housework?

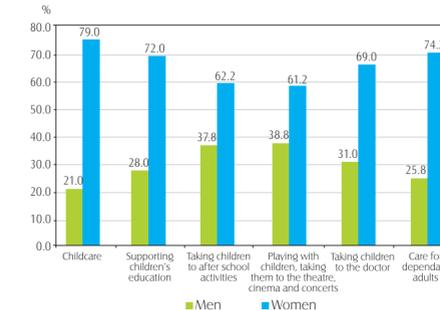


Source: National Statistics Institute, Time Occupation Survey, 1999.

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

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

Who Provides Family Care?



Source: National Statistics Institute, Time Occupation Survey, 1999.

Women care for children and/or dependent adults. However, participation of women and men in their children's sporting, leisure and play activities is more balanced (but not equal).