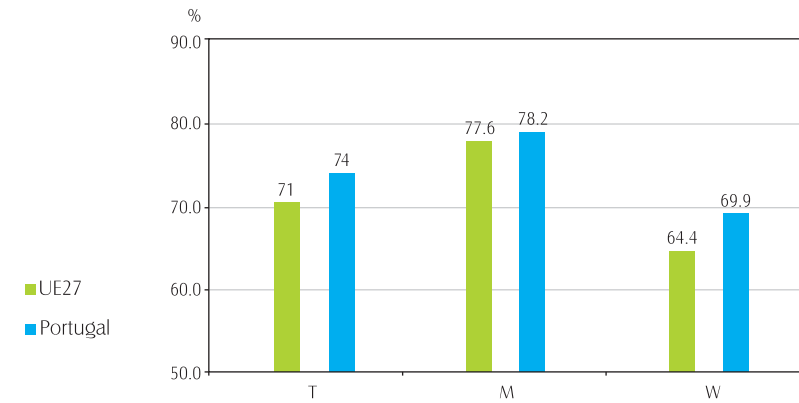


Activity, Employment and Unemployment



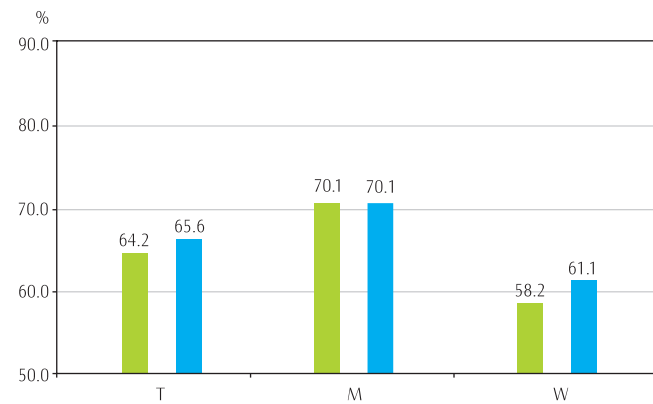
Activity Rate in Portugal and in the EU27, 2010

Portugal shows an activity rate superior to the European average (EU27), especially on women data: In 2010, female activity rate in Portugal was 69.9% while in EU27 was no higher than 64.4%.



Source: Eurostat, EU Labour Force Survey.
 Note 1: This activity rate is calculated by the percentage of the population aged between 15 and 64 years old.
 Note 2: Portuguese data are estimated.

Employment Rate in Portugal and in the EU27, 2010

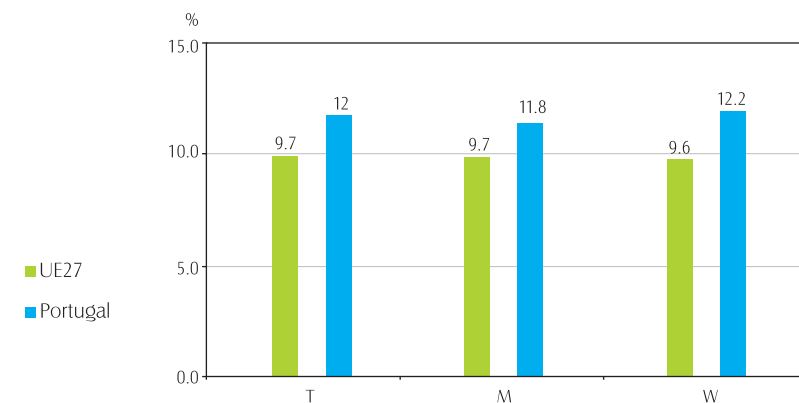


Source: Eurostat, EU Labour Force Survey.

Concerning employment, Portugal also has a higher rate than the EU27 average. This difference is due to women employment rate, which was in Portugal 61.1% compared with 58.2% in EU27, in 2010.

Unemployment Rate in Portugal and in the EU27, 2010

In 2010, the unemployment rate in Portugal was higher than the one in the EU27. This difference is due to women situation, since female unemployment rate in Portugal is 2.6 percentage points higher, reaching 12.2% (compared with 9.6% in the EU27).



Source: Eurostat, EU Labour Force Survey.
 Note 1: This unemployment rate is calculated taken in account people aged between 15 and 74 years old.
 Note 2: Portuguese data are estimated.

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WOMEN AND MEN WORK, EMPLOYMENT AND FAMILY LIFE

Indicators | 2010



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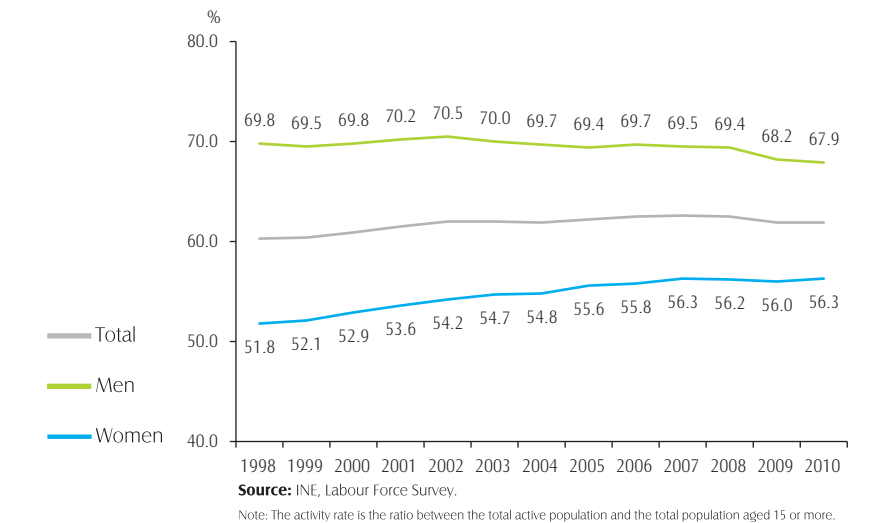
Activity, Employment and Unemployment



Activity Rate, 1998-2010

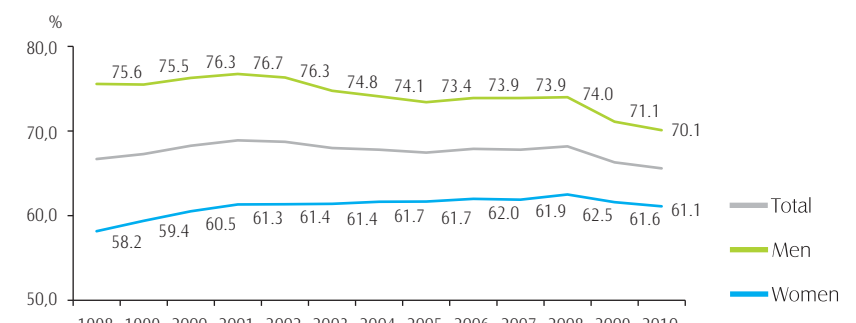
The female activity rate has increased since 1998 – 4.5 percentage points by 2010 – while the male activity rate has fallen slightly since 2002 – 2.6 percentage points by 2010.

In spite of the differential reduction between female and male activity rate, in 2010, female activity rate was 56.3% and the male activity rate was 67.9%.



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

Employment Rate, 1998-2010



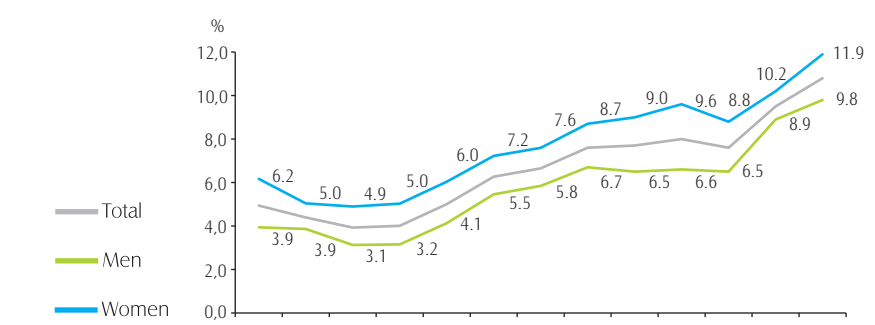
Source: INE, Labour Force Survey.

There has been a trend towards the narrowing of the gap between the female employment rate, which has increased by 2.9 percentage points between 1998 and 2010 (despite the decrease registered between 2009 and 2010), and the male employment rate, which fell by 5.5 percentage points during the same period.

In 2010, the female employment rate was 61.1% while the male employment rate was 70.1%.

Unemployment Rate, 1998-2010

The female unemployment rate has systematically exceeded the male unemployment rate. This difference has become more pronounced during the period of 2005-2008, getting lower in 2009 but raising again in 2010. In this year male unemployment was 9.8% while the female reached 11.9%.



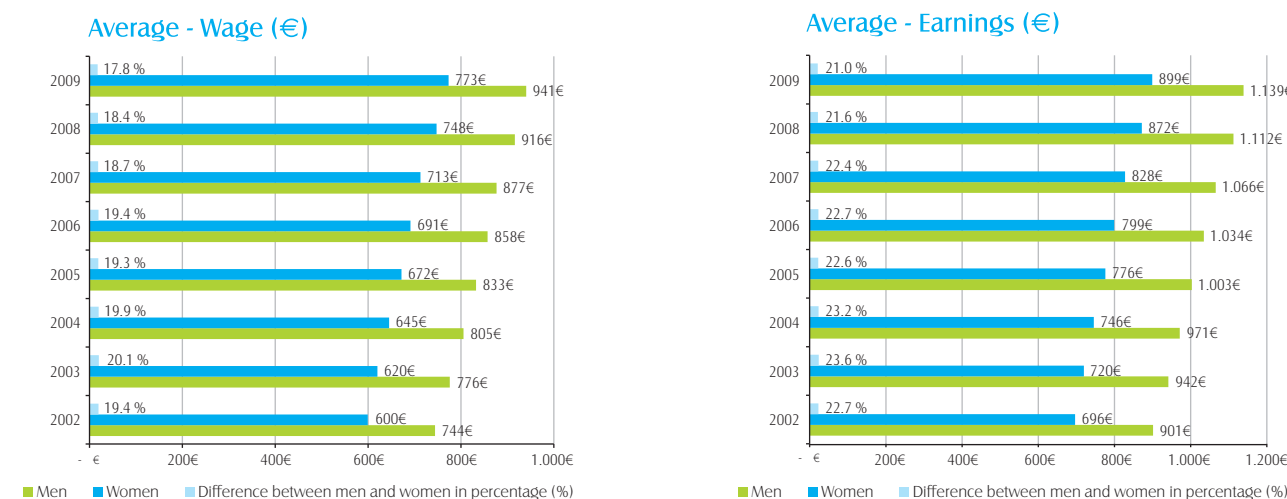
Source: INE, Labour Force Survey.



Pay Gap - Wages and Earnings

Pay Gap - Wages and Earnings

Average Monthly Basic Wage and Earnings, 2002-2009

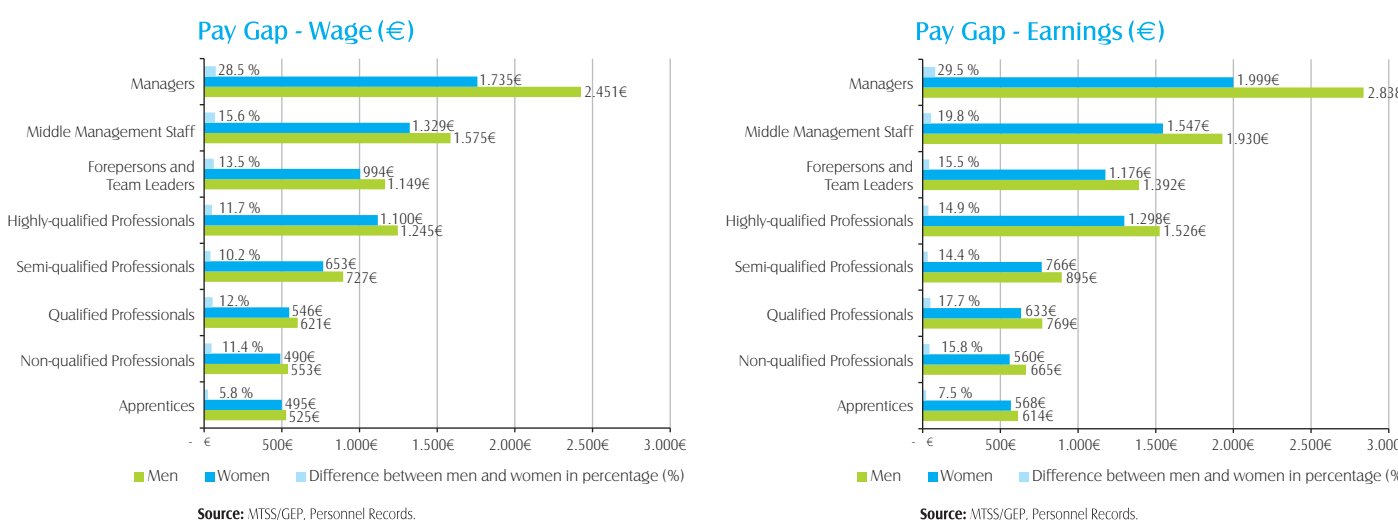


Source: MTSS/ GEP, Personnel Records.

Despite the reduction of the gender pay gap noted as from 2002, in 2009 women still earned 17.8% less than men.

However, the gender pay gap is more pronounced when average monthly earnings are considered (which includes other salary components, regular and periodic, direct or indirect). In this case, in 2009, the gender pay gap reached 21%.

Pay Gap by Level of Qualification, 2009



Source: MTSS/GEP, Personnel Records.

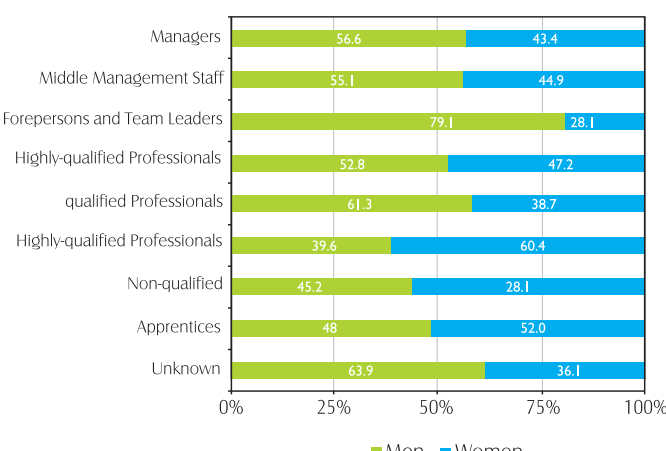
The gender pay gap is greater the higher the level of qualification. This gap is particularly stressed in the managers' category, in which women earn 28.5% less than men, in terms of average wage, and 29.5% less in terms of earnings.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



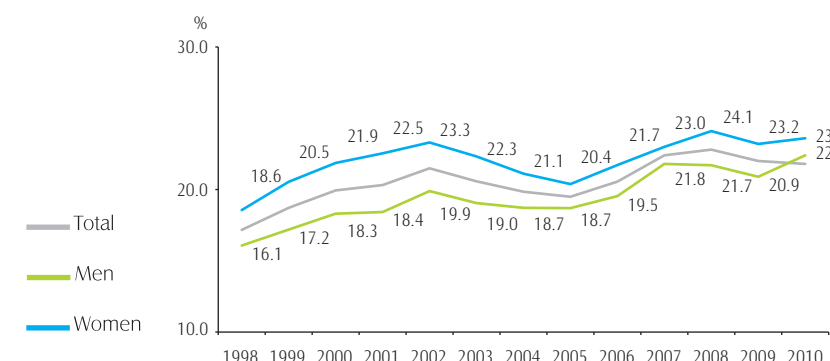
Employees According to Level of Qualification, 2009



Source: MTSS/GEP, Personnel Records.

Women predominate at lower qualification levels. Most management and executive-level positions are occupied by men.
In 2009, women accounted for only 43.4% of managers, 44.9% of middle management staff and 28.1% of forepersons and team leaders.

Employed Population with a Non-Permanent Contract, 1998-2010



Source: INE, Labour Force Survey.

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

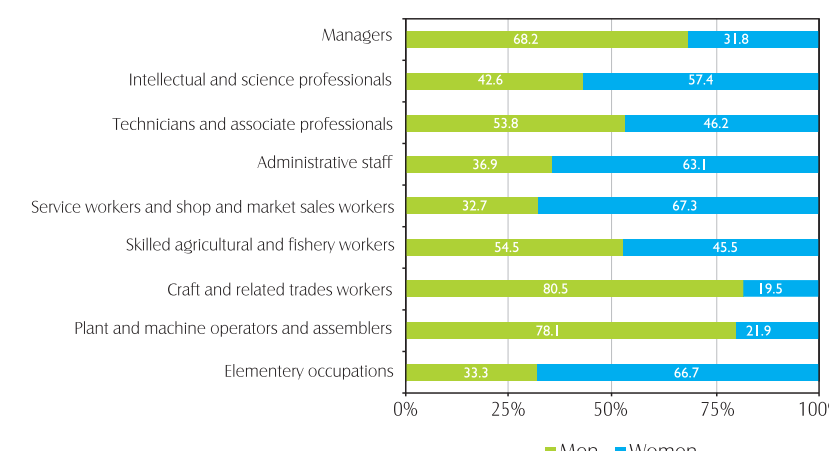
Although, in 2010, the difference between women and men has been reduced (1.2%), women are still most affected by precarious employment.

Activities, Levels of Qualification and Occupations

Activities, Levels of Qualification and Occupations



Employed Population by Occupation, 2010

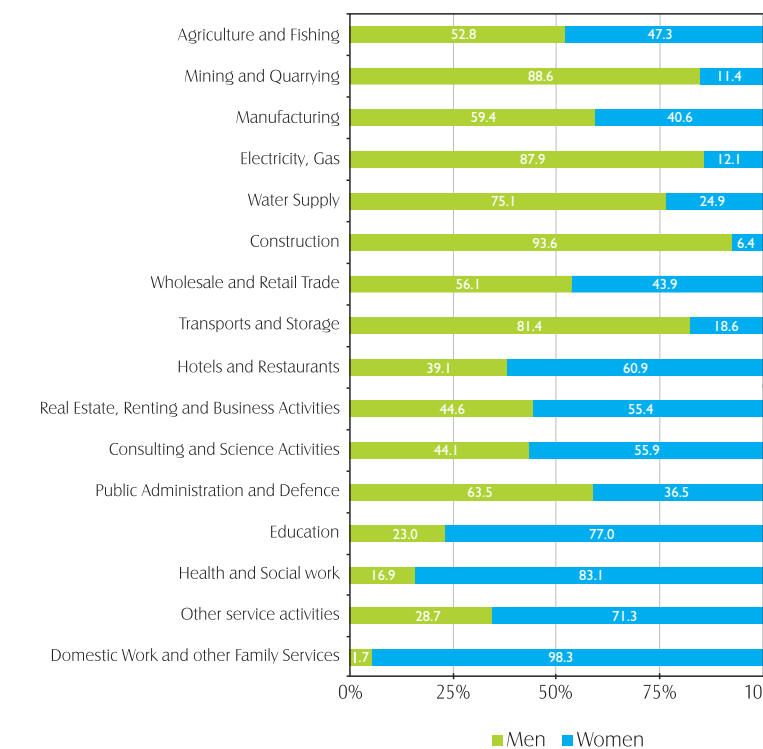


Source: INE, Labour Force Survey.

Occupations related to industrial production, i.e. craft and related trade workers (80.5%) and plant and machine operators (78.1%), are mostly occupied by men.
The same is also true for managers (68.2%).

However, women predominate among service workers and sales workers (67.3%) as well as among non-qualified professionals (66.7%) and also among administrative staff (63.1%) and intellectual and science professionals (57.4%).

Employed Population by Economic Activity, 2010



Source: INE, Labour Force Survey.

Women clearly predominate in domestic work and other family services (93.3%) as well as in health and social work (83.1%), education (77%) and other service activities (71.3%) sectors.

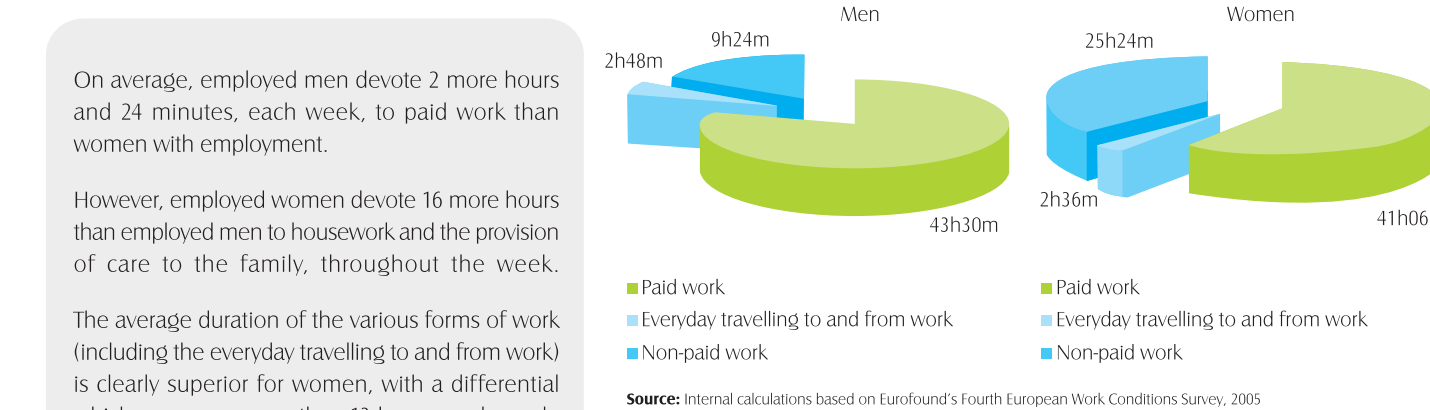
On the other hand, the more male-dominated activities are construction (93.6%), mining and quarrying (88.6%), electricity and gas (87.9%) and transport and storage (81.4%).

Unpaid Work - Housework and Parenthood

Unpaid Work - Housework and Parenthood



Average Duration of the Various Forms of Work



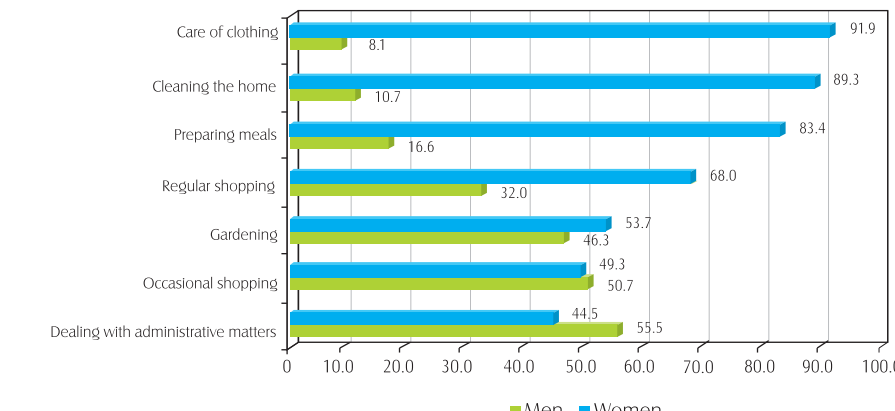
Source: Internal calculations based on Eurofound's Fourth European Work Conditions Survey, 2005.

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

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

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

Who Does the Housework?

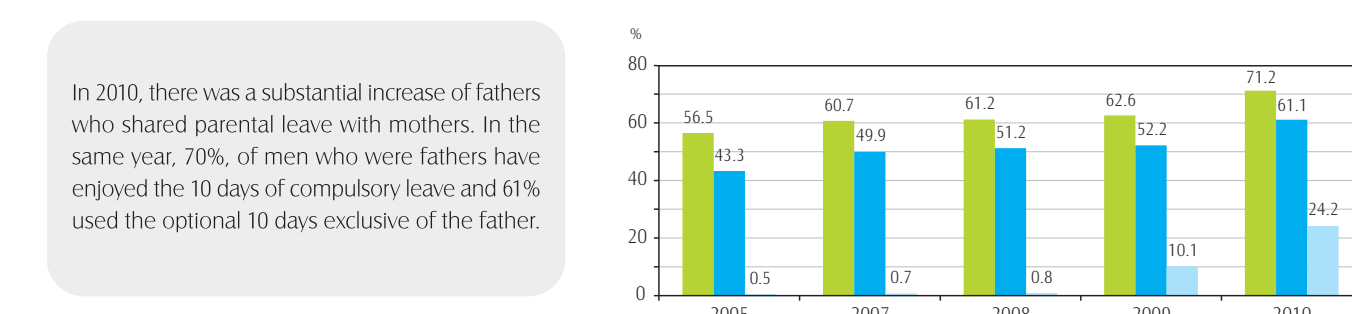


Source: INE, Time Occupation Survey, 1999.

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

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

Developments in the Use of Parental Leave, 2005-2010



Source: MTSS

In 2010, there was a substantial increase of fathers who shared parental leave with mothers. In the same year, 70% of men who were fathers have enjoyed the 10 days of compulsory leave and 61% used the optional 10 days exclusive of the father.