



Raising the awareness of companies about combating gender stereotypes (VC/2007/0350)

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

PORTUGAL

NATIONAL INSTITUTION IN CHARGE OF IMPLEMENTATION OF THE INITIATIVE AT NATIONAL LEVEL:

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No. of SMEs associated: Around 910

Organisational network:

- APME - Sede
- APME - NRA - Núcleo Regional do Alentejo
- APME - Pólo de Coimbra
- APME - Pólo de Montemor-o-Novo

Institutional partnerships:

- CIG
- AIP
- ANJE
- APEE



National Focal Point:	Expert on Gender Issues and SMEs in the country:
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DATE AND VENUE OF THE WORKSHOP “Break Gender Stereotypes, Give Talent a Chance”:

28-30 October 2008

INSCOOP Auditorium
Rua D. Carlos de Mascarenhas,
46 – Lisboa

NATIONAL AND LOCAL STAKEHOLDERS INVITED/INVOLVED IN THE INITIATIVE:

- Equal opportunities associations
- Employment and vocational training services
- Universities of economics, management and economic Sociology
- Women’s associations
- Enterprises Associations
- Employers Associations (one from each selected sector)
- Trade Unions (one from each selected sector)
- National Industrial Associations
- Regional Industrial Associations
- Entrepreneurs’ Associations

SMEs IN THE COUNTRY:

According to data available from the INE (National Institute of Statistics), 292,855 SMEs were registered in Portugal in 2004, which represented 99,6% of total business activity. SMEs employed 2,070,358 workers in the same year. Micro and small enterprises represented the overwhelming majority of SMEs (97.3%) and these generated 55.1% of the total employment. In 2004, most SMEs (61.4%) developed their activity in “wholesale trade activities”, with high percentages of activities in “transforming industry” (14.4%), “construction” (14.1%) and “tourism” (9.7%). Micro enterprises concentrated 37.6% of total employment in SMEs, which together with employment in small enterprises represented about 74% of total employment in SMEs.



In terms of qualification levels, it is interesting to note that 40.9% of total employment in SMEs is classified as skilled professionals, and among these 64.2% are men and 35.8% are women. Among those classified as semi-skilled, women are over represented, regardless of the enterprises size. Among those registered in "upper management category" (12.4% of total employees in SMEs), men account is 66.9% of the total. This reveals that in terms of SMEs' employees qualification, men are classified as more qualified than women, even though, as confirmed in several researches¹, women are better educated than men. The great gender imbalance is found among "supervisors", with men accounting for 74.1% of all employees in this category. This means that enterprises' internal promotion schemes are clearly discriminatory. Looking at SME employers, men account is 70.9% of the total.

GENDER SEGREGATION IN THE LABOUR MARKET (*):

- Gender segregation in economics sectors 20.4%

- Gender segregation in occupation 26.5%

These indexes measure gender segregation in the Portuguese labour market in 2005; the higher the value of both indexes, the higher the segregation biased against women.

The distribution of female employees in Portugal was noteworthy in the following occupations: domestic and related helpers, cleaners and launderers, housekeeping and restaurant service workers, managers of small enterprises, and shop salespersons and demonstrators. As far as men are concerned, the main occupations are: managers of small enterprises, building frame and related trades and motor vehicle drivers.

In 2005 women accounted for 32.6% of all managers and men for 67.4%². The percentage of women in the highest decision-making bodies is very small, ranging from less than 1% (chairperson position) to 3% (members). When it comes to the political system, although there has been an increase of women's representation in parliaments (at both national and regional levels – except for Madeira, where a decline is visible), the truth is that the gap is huge: with about 74% of those seated at the national parliament are men. As far as workers' representative associations are concerned, the scenario is far from ideal: in both trade unions confederations (CGTP and UGT), men account for over three-quarters of the decision-making positions.

¹ E.g. Ferreira, Virgínia (1993), *Padrões de segregação das mulheres no emprego: uma análise do caso português*, in Santos, B.S. (org), *Portugal: Um Retrato Singular*, Porto, Edições Afrontamento, pp: 232-257. Silva, Manuela e Perista, Heloísa (1995), *As Portuguesas e a União Europeia – Prospectiva para a Acção*, CIDM. André, Isabel Margarida (1999), *Igualdade de oportunidades: um longo percurso até chegar ao mercado de trabalho*, Sociedade e Trabalho, 6, pp: 89-99. Lopes, Margarida Chagas. *Cit.*

² European Commission (2007). *Relatório da Comissão ao Conselho, ao Parlamento Europeu, ao Comité Económico e Social Europeu e ao Comité das Regiões Sobre a Igualdade entre Homens e Mulheres.*



GENDER ISSUES AND STEREOTYPES (*):

Individual appraisal mechanisms place considerable emphasis on individual flexibility. Employers and companies in general identify flexibility with total individual availability to meet company goals and needs. The regular reference to flexibility is taken as synonymous with loyalty, total commitment, full engagement and so on. It is assumed that the flexible worker does not claim a "normal", fixed-schedule to start and end his/her work. Even when the formal contract establishes an 8-hour working day, the flexible worker doesn't care about it. She/he is not tied to the formal contract, but is, nevertheless, totally committed to his/her job and the company's aims. In some ICT occupations in Portugal, for instance, workers spend around 70 hours per week at work, mainly those involved in managerial and higher-status professions. Besides that, they are required to be "geographically mobile", to travel on a regular basis, in other words, to be totally available.

In this context, due to traditional gender ideologies and stereotypes, women are excluded from those occupations regarded as strategic, highly demanding and better rewarded. On the other hand, it is not only employers who do not recruit women from the most demanding jobs. Actually, as far as Portuguese women are concerned, motherhood represents a crucial source of self-fulfilment, and the family is taken as the fundamental area in their lives. Therefore, this flexible worker model doesn't fit into the dominant gender roles and fosters women's exclusion from the new jobs opportunities in the ICT sector³.

()From the review of the national situation for the purpose of the workshop in Portugal produced in the framework of the Contract "Raising the awareness of companies about combating gender stereotypes", commissioned by the European Commission to the International Training Centre of the ILO in partnership with EUROCHAMBRES.*

³ Casaca, Sara Falcão (2005a), *Flexibilidade de Emprego, Novas Temporalidades de Trabalho e Relações de Género – A reconfiguração da desigualdade nos novos sectores dos serviços*, PhD Dissertation, ISEG, Universidade Técnica de Lisboa (School of Economics and Management). Casaca, Sara Falcão (2006). *Cit.*



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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

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- (1) providing analysis and policy advice on PROGRESS policy areas;*
- (2) monitoring and reporting on the implementation of EU legislation and policies in PROGRESS policy areas;*
- (3) promoting policy transfer, learning and support among Member States on EU objectives and priorities; and*
- (4) relaying the views of the stakeholders and society at large.*

For further information, see:

http://ec.europa.eu/employment_social/progress/index_en.html.

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