

BREAK GENDER STEREOTYPES, GIVE TALENT A CHANCE

Review of the national situation for the purpose of
the workshop in PORTUGAL

2008



Document 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.

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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.

The programme has six general objectives:

- (1) to improve the knowledge and understanding of the situation prevailing in the Member States (and in other participating countries) through the analysis, evaluation and close monitoring of policies;*
- (2) to support the development of statistical tools and methods and common indicators, where appropriate broken down by gender and age group, in the areas covered by the programme;*
- (3) to support and monitor the implementation of Community law, where applicable, and policy objectives in the Member States, and assess their effectiveness and impact;*
- (4) to promote networking, mutual learning, identification and dissemination of good practices and innovative approaches at EU level;*
- (5) to enhance the awareness of the stakeholders and the general public about the EU's policies and objectives pursued under each of the policy sections;*
- (6) to boost the capacity of key EU networks to promote, support and further develop EU policies and objectives, where applicable.*

For further information, see: http://ec.europa.eu/employment_social/progress/index_fr.html.

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FOREWORD

Does the European economy manage to make full use of its human capital?

This document intends to contribute to this discussion, from the perspective of gender equality.

This document has been prepared in the framework of “Raising the awareness of companies about combating gender stereotypes”, an EC initiative commissioned by the European Commission, DG Employment, Social Affairs and Equal Opportunities, under a contract managed by the International Training Centre of the ILO in partnership with the Association of European Chambers of Commerce and Industry (EUROCHAMBERS).

The initiative, which involves Chambers of Commerce and SME organizations in 15 EU Countries¹, aims at helping SMEs discover how overcoming gender stereotypes can have a positive impact on productivity and competitiveness.

The country reviews do not have the ambition to give an exhaustive picture of gender issues in the labour markets of the 15 countries. They rather aim to enrich with country-specific information the tools that the initiative offers to all those engaged in improving SME competitiveness and productivity. They collect up-to-date statistical data and qualitative information on the different ways in which women and men enter and progress into employment and occupations in the various countries. They contain information on existing legislative provisions, public and private initiatives and good practices. Suggestions on the impact of gender stereotypes are also provided, to initiate dialogue and action at enterprise level.

The final aim is to offer concrete suggestions on how SMEs in the selected countries can overcome gender stereotypes and tap the business potential of gender equality.

¹ Bulgaria, the Czech Republic, Estonia, France, Germany, Greece, Hungary, Ireland, Italy, Malta, Poland, Portugal, Romania, Slovenia, Spain

1. STATISTICS

Table 1: Statistical data

Demography and Employment	Portugal			EU27		
	Men	Women	Total	Men	Women	Total
1. Total population 2007 (figure in '000)	5,115	5,453	10,569	241,671	253,457	495,128
(Figure in %)	48.4	51.6	100.0	48.8	51.2	100.0
2. Life expectancy 2005 (%)	74.9	81.4	77.7	75.4	81.5	:
3. Fertility rates 2005 (%)	1,40			1.51 ^b		
4. Employment rate 2007 (%)	73.8	61.9	67.8	72.5	58.3	65.4
5. Unemployment Rate 2007 (%)	6.6	9.6	8	6.5	7.8	7.1
6. Activity rate 2007 (%)	79.4	68.8	74.1	77.6	63.3	70.5
7. Youth unemployment rate 2007 (%)	13.5	20.3	16.6	15.2	15.8	15.5
8. Long term unemployment rate 2007 (%)	3.1	4.5	3.8	5.6	6.6	6.0
9. Part-time work 2006 (%)	0.8	4.6	2.6	4.4	25.8	14.4
10. Employees 2007q04 ('000)	2,066	1,842	3,909	97,388	86,042	183,430
11. Self-employment 2007q04 ('000)	714	507	1,222	15,491	7,417	22,908
12. Entrepreneurs 2007q04 ('000)	704 ^b	499 ^b	1204 ^b	7,574	2,375	9,949
13. Average hourly pay 2002 (in euro)	5.71	4.59	5.26	13.79 ^c	10.40 ^c	12.56 ^c
14. Gender Pay gap in unadjusted form 2006 ^g	8			15		
15. Participation in decision-making 2007						
National Parliaments (%)	70	30	100	76	24	100
President in largest publicly quoted companies (%)	100	0	100	97	3	100
Member of highest decision-making body in largest publicly quoted companies (%)	97	3	100	90	10	100
GEM Value 2007	0.692			:		
GEM Rank 2007	22			:		
16. Graduations of women and men in tertiary education 2004						
ISCED 5 (%)	33.5	66.5	100	40.8 ^c	59.2 ^c	100 ^c
(Ratio Women/Men)	2.0			1.4 ^c		
ISCED 6 (%)	45.3	54.7	100	56.8 ^c	43.2 ^c	100 ^c
(Ratio Women/Men)	1.2			0.8 ^c		
17. Single-headed households, 25-29 years, 2005 (%)	4	6.2	:	14 ^c	14 ^c	:
18. Children in childcare aged 0-2 years, 1-29hrs/30+hrs 2006 (%)	1/32			14/12		
19. Children in childcare aged 3 to mandatory school ages, 1-29hrs/30+hrs 2006 (%)	9/66			44/40		

NOTES: a - 2004, b - 2005, c - EU25, d - 2007, e - Estimation, g - The Pay Gap is the difference between men's and women's average gross hourly earnings as percentage of men's average gross hourly earnings (for paid employees), p - Provisional, : - No data

Source: European Commission, *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis, 2008 compendium*. Except:

1, 10, 11, 12: Eurostat Database

2, 3: Eurostat News Release, "A statistical illustration of the situation of women and men in the EU27", 32/2007, March 2007 and UNDP, Human Development Report 2007/08, Table 1

13: Eurostat, «Salaires bruts en Europe, Principaux résultats de l'enquête sur la structure des salaires 2002», *Statistiques en bref, population et conditions sociales*, 12/2005, Communautés européennes, 2005

15: European Commission, DG EMPL, Database on women and men in decision-making and the Human Development Report 2007/2008 (for the GEM rank and value)

16, 17: European Commission, *The life of women and men in Europe – A statistical portrait*, Luxembourg, Office for Official Publications of the European Communities, 2008

18, 19 (EU27 data): Commission of the European Communities, *Commission staff working document accompanying document to the Report from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Implementation of the Barcelona objectives concerning childcare facilities for pre-school-age children*, Brussels, 2008. {COM (2008) 598}

2. SITUATION AND STEREOTYPES

2.1. WOMEN IN THE LABOUR MARKET

Since the middle 1970's, social and economic conditions in Portugal have undergone deep changes. These include the consolidation of a democratic political regime, the enactment of gender equality legislation, the challenge of European integration, the slow expansion of the service sector and the increasing spread of new information and communication technologies. Women are increasingly active in the labour market and in the educational system, where they outnumber men in higher levels of education. However, there are enduring patterns of gender segregation in both the educational system and the labour market.

A more detailed analysis on the labour market reveals that employment changes have had an ambiguous effect on gender relations and on women in particular. The female employment rate in Portugal is relatively high (62%) in comparison to other EU countries, and Portuguese women participate intensely in the labour market; around 84% of women work on a full time basis. Participation of Portuguese women in the labour market remains intensive throughout their life cycle and in general they do not interrupt their careers after either marriage or childbirth². The full-time dual earner model stands out as the most common model in the country (67% of couples)³.

Contrary to the trend observed in the EU, unemployment has increased in Portugal over the past years. As far as women are concerned, Portugal has experienced the highest percentage of unemployment growth within all the European Union; the rate of female unemployment increased from 4.7% in 2000 to 9.6% in 2007, while in Europe it decreased from 10.6% in 2000 to 7.8% in 2007⁴.

As far as job security, women often find themselves over represented in involuntary part-time work, as well as in those occupations characterised by a low status, poor pay and few career prospects. In the European context, Portugal stands out as a country where precarious employment contracts have a special high incidence among employed women and in this group, young women are particularly more vulnerable. The high incidence of self-employment in the country is not necessarily synonymous with autonomy, secure employment and entrepreneurship; on the contrary, dependent and precarious self-employment is relatively high, as a result of the large use of the so-called "recibos verdes" (a popular name for a receipt form issued by "free" lancers). Moreover, it is estimated that a significant proportion of self-employed workers work in precarious employment conditions.

Although Portuguese women are overeducated in relation to men, they earn only 80% of men's income. The basic monthly average income in 2004 was 647.32 Euros for women and 808.68 Euros for men. As far as the overall earnings are considered, the gap is even wider as on average women earn 76.8% of men's earnings; this gap is even more pronounced among those in upper management positions, where women

² European Commission (2007), *Report on Equality between Women and Men*, Brussels.

³ Eurostat (2005), *Gender Gaps in the Reconciliation between Work and Family Life*, Statistics in Focus, Population and Conditions, 4/2005 (by Christel Aliaga).

⁴ European Commission (2008), *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis: 2008 compendium*. Last updated 13/05/2008.

earn only 73.2% of men's overall incomes⁵. The higher women progress up the career ladder, the wider the wage gap becomes in their detriment⁶.

2.2. OCCUPATIONAL SEGREGATION

Occupational gender segregation refers to differences between the genders in the labour market. Despite the reduction of the gender employment gap in most EU countries in recent years, employment in the EU remains highly segregated. Women are over-represented in some occupations and economic sectors, such as services and care professions, and under-represented in others, such as scientists and engineers. As a consequence of segregated labour markets, there is an under-representation of women in sectors crucial for economic development.

The following table shows the gender segregation index for Portugal. The Portuguese labour market remains highly segregated and there are important gender differences in occupations and economic sectors.

Table 2: Country Segregation Index 2005⁷

	Gender segregation in occupations	Gender segregation in economic sectors
Portugal	26.5	20.4
EU27	24.9	17.8

Source: Source: *Indicators for monitoring the Employment Guidelines including indicators for additional employment analysis 2008 compendium*, pp. 52-53.

The distribution of women's employment in Portugal seems to be more concentrated than that of men among the top six sectors of activity. Peculiar to the Portuguese employment structure is the weight of the agricultural sector, which concentrates a markedly higher percentage of women (12.8 %) compared to the EU average (3.8%). High percentages are also found in relation to women working in private households, which represent 6.5% of women's employment in Portugal, much higher than the 2.3% EU average. In 2005 men were mainly employed in construction, agriculture, public administration, retail trade, wholesale trade and vehicle sale and repair. Men's employment is less concentrated in a small range of sectors of activity than that of women.

⁵ CIG (2007), *A Igualdade de Género em Portugal*, Presidência do Conselho de Ministros.

⁶ González, Maria do Pilar (2002), *Género e economia*, Ex Aequo, APEM, 6, pp: 91-116. Lopes, Margarida Chagas (2000), *Trabalho de valor igual e desigualdade salarial: breve contributo na base dos pressupostos do capital humano*, Ex Aequo, 2/3, pp: 107-116. Casaca, Sara Falcão (2006), *La segregación sexual en el sector de las tecnologías de información y comunicación (TIC) – observando el caso de Portugal*, Sociología del Trabajo, 57, Madrid, Siglo XXI, pp: 95-130.

⁷ The concentration of men and women in different occupations and economic sectors is measured with an occupational segregation index. Gender segregation in occupations is calculated as the average national share of employment for women and men applied to each occupation; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment. Gender segregation in economic sectors is calculated as the average national share of employment for women and men applied to each sector; differences are added up to produce the total amount of gender imbalance expressed as a proportion of total employment.

Table 3: Concentration of men and women in sectors of activities 2005 (NACE 2 digit)⁸

% of women employed	PT	EU25	% of men employed	PT	EU25
Agriculture	12.8	3.8	Construction	19.0	13
Retail trade	11.2	12.5	Agriculture	10.0	5.2
Health & Social work	11.1	17.2	Public administration	7.6	7.2
Education	10.5	11,4	Retail trade	7.6	6.3
Hotels & restaurants	6.9	5.1	Wholesale trade	4.2	4.1
Private households	6.5	2.3	Vehicle sale & repair	4.2	3.2
Public administration	5.4	7.3	Business activities	3.9	6.1
Business activities	5.0	7.3	Hotels & restaurants	3.8	3.4
Wholesale trade	2.4	2.6	Land Transport	3.5	4.2
Manufacture food & beverages	2.1	2.2	Metal products	3.0	3.1
Other service activities	2.0	2.6	Education	2.8	3,8
Financial intermediation	1.3	2.2	Health & Social work	2.1	2.5
Cultural and sporting activities	1.0	2.1	Manufacture food & beverages	2.1	2.7
Construction	1.0	1.5	Machinery	1.3	2.7
Top 6	59.0	60.8	Top 6	52.6	41.9

Notes: Persons aged 15 years and over. No distinction is made between private and public sectors. The top six are according to the EU average which may not coincide with the top six in each country. In the adaptation the sectors are ordered according to the importance to the country, but some important sectors might not appear.

Source: Adapted from *Statistics in Focus publication (Population and Social Conditions 53/2007) (NACE 2 digit – see Eurostat Statistics in Focus, Population and Social Conditions 53/2007 and for a comparison with EU aggregated data see “European Business: Facts and figures 2008 (European Business: Facts and figures ISBN 978-92-79-07024-2 available from the Eurostat web page)*

The occupational patterns of employment, as observed in Table 4 below, are considerably different for women and men. In 2005 women were far more concentrated in fewer occupations than men, not only in Portugal but in most countries of EU25. Considering the main ISCO 3-digit occupations in 2005, 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.

Table 4: Occupational patterns of women’s and men’s employment 2005 (ISCO 3 digit)⁹

% of women employed	PT	EU25	% of men employed	PT	EU25
Domestic & related helpers, cleaners & launderers	11.3	7.6	Managers of small enterprises	9.1	4.4
Housekeeping & restaurant services	6.1	3.9	Building frame & related trades workers	8.3	4.7

⁸ NACE is an international classification of economic activities. The digits indicate the level of disaggregation: the higher the value the more level of disaggregation.

⁹ ISCO is an international classification of occupations. The digits also indicate the level of disaggregation: the higher the value the more level of disaggregation.

workers					
Managers of small enterprises	6.0	2.9	Motor vehicle drivers	5.5	5.2
Shop salespersons & demonstrators	5.7	8.0	Shop salespersons & demonstrators	3.3	2.6
Personal care & related workers	5.5	6,6	Finance & sales associate professionals	2.9	3.3
Administrative associate professionals	1.5	4.4	Building finishers & related trades workers	2.9	4
Other office clerks	1.0	5.2	Machinery mechanics & fitters professionals	2.0	3.5
Secretaries & keyboard-operating clerks	0.7	3.7	Physical & engineering science technicians	2.0	3.6
Finance & sales associate professionals	0.9	2.9	Architects, engineers & related professionals	1.5	3.1
Nursing & midwifery associate professionals	0.0	2.6	Production & operations department managers	1.2	2.6
Top 6	45.6	35.6	Top 6	34.6	25.5

Note: The top six are according to the EU average which may not coincide with the top six in each country. In the adaptation the occupations are ordered according to the country importance, but some important occupations might not appear.

Source: Adapted from *Statistics in Focus* publication (Population and Social Conditions 53/2007)

As displayed in Table 5 below, there are more men than women working as managers. In the case of Portugal, in 2005 women accounted for 32.6% of all managers and men for 67.4%¹⁰. 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.

Table 5: Distribution of managers by sex in EU Member States – 2001 and 2006 (%)

	Women	Men	Women	Men
	2001		2006	
Portugal	30.8	69.2	33.1	66.9
EU27	30.1	69.9	32.6	67.4

Note: EU aggregate for 2001 is the value for EU-25 and not EU-27.

Source: Adapted from *Report on equality between women and men 2008*, p.32. (Eurostat ISCO 12 and 13)

¹⁰ 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*.

2.3. THE ROLE OF SMES

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.¹¹

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 for 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 shown in various studies¹², women are better educated if compared to 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 for 70.9% of the total. Considering the size of the enterprise, it is possible to observe that not only men employers were predominant in 2005, but also the more employees an enterprise had, the less likely it was for a woman to be the employer.

It is interesting to note that the lack of skills is seen as one of the main recruiting problems of SMEs in Portugal. It is also worth noting that the educational attainment level of SME employees in Portugal is lower than that of the EU27 average. The employees in Portuguese SMEs are less likely to have completed secondary level of education than their European counterparts. This fact, combined with the difficulty of implementing new technologies and new forms of organisation, may reinforce the prevalence of traditional models of organisation in SMEs and the orientation towards competitiveness based on intensive and cheap labour costs (low wages) and low levels of innovation¹³.

2.4. GENDER STEREOTYPES

A study carried out in new service industries, and in the ICTs in particular, concluded that even when women are well positioned on the occupational ladder, they tend to perform occupations that have lower organisational prestige, offer less pay and fewer fringe benefits. When they occupy managerial positions, they are likely to run specific functional units, such as the Human Resource Department, Internal Communication and Public Relations, and the Marketing Department. These are areas socially assumed as

¹¹ INE (National Institute of Statistics), *Employment Survey (on-line)*. Access: Apr 2008.

¹² 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.*

¹³ Kovács Ilona and Castillo, Juan José (1998), *Novos Modelos de Produção - Trabalho e Pessoas*, Oeiras: Celta Editora.

being associated with women's natural abilities, which therefore explains their inferior status and rewards. On the other hand, men are found in command of strategic/'hard' areas, such as the R&D and innovation unit, the business department, the projects department and the financial department.

This horizontal gender segregation, which is a sign of the persistence of deep gender ideologies, explains why men enjoy higher incomes and rewards. Not only are the basic earnings lower, but also fringe benefits are far less generous for those managerial occupations mainly filled by women. Despite the dimension of innovation that is commonly attributed to the ICT sector, patterns of gender segregation still persist in these economic activities. Women tend to head those areas of activity where social skills are far more relevant than strategic competences and technical expertise.

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 sector¹⁴.

¹⁴ 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.*

3. SUCCESS STORIES

As far as gender equality is concerned, the majority of the projects for equal opportunities in Portugal are financed by the European Social Fund, namely by the EQUAL Community Initiative Programme. EQUAL projects are part of the EU strategy for more and better jobs. Funded by the European Social Fund, these initiatives bring fresh ideas to the European Employment Strategy and the social inclusion process. Their mission is to promote a better model for working life by fighting discrimination and exclusion on the basis of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation. Most EQUAL projects in Portugal are being developed by national Trade Unions' Confederations, Employers' Confederations and Associations, private enterprises, cultural and social associations, NGOs and Universities.

In 2005, the EQUAL Programme financed 86 Portuguese Development Partnerships. Among these, 13 have the promotion of equal opportunities between men and women as their main specific objective. Most of them are focused on reconciling family, personal and professional life. Other projects aim to reduce gender gaps, promote labour market desegregation, develop vocational training, foster women's entrepreneurship, contribute to the dissemination of information among employees and employers on equal opportunities, and support enterprises in the development of family-friendly organisation models.

Social Dialogue and Equality in Enterprises (*Diálogo Social e Igualdade nas Empresas*)

The results of this project have been recently presented in an open seminar. Within its scope, a wide range of partners from various social and economic backgrounds (public entities, universities, enterprises, trade unions, NGOs and research centres) worked together in order to promote the exchange of good practices on gender equality and work-life balance, through a process of learning by sharing experiences. This initiative is ready to be emulated by other companies, since a solution-oriented guide is now available. Another output of the project has been a training handbook, to be used by various social actors, such as employers, trainers and auditing professionals. The main purpose is to foster values, attitudes and practices of equal opportunities, and to build adequate skills for such purpose. In addition to this, a video has been produced as a very important tool in the dissemination of good practices across the business world and the Portuguese society in general. A very positive dimension stems from the fact that the project targeted companies that operate in different industrial sectors, and that are of different dimensions and capital origins.

Equality is Quality Prize

Every year the Commission for Equality in Work and Employment (CITE) awards the 'Equality is Quality' (Igualdade É Qualidade) Prize to public and private sector companies, co-operatives or associations, and other non-profit entities, implementing exemplary policies and practices in the area of equality between women and men. The 7th edition of the prize took place in 2007. This award also aims to raise awareness among managers and the general public about the importance of equal opportunities, as well as to encourage the adoption of specific measures to improve "the quality and equality of opportunities between women and men at work, in employment and vocational training and to improve the quality of work, namely with regard to the conciliation of work, family and private life, by giving increasing visibility to these sectors and to the organisations which include these objectives in their overall management".

Furthermore, the CITE (*Comissão Para a Igualdade no Trabalho e no Emprego*) has also published a Good Practices Guide for reconciling professional and family life.

For more information:

- Social Dialogue and Equality in Enterprises project
<http://www.cite.gov.pt/cite/Projectos02.htm>
- Igualdade é Qualidade
http://www.cite.gov.pt/iguald_Qualid/Inicial.htm
- CITE
<http://www.cite.gov.pt/>
- National Trade Unions' Confederations
CGTP-IN: <http://www.cgtp.pt/index.php>
UGT <http://www.ugt.pt/>
- Employers' Confederations and Associations
CIP: <http://www.cip.org.pt/>
CCP: <http://www.ccp.pt/>
AIP: <http://www.aip.pt/>

4. SUPPORT

The principle of equality is a fundamental one in the Constitution of the Portuguese Republic, dating back to 1976. Since then, there have been some Constitutional reforms that reinforce the principle of equality and that have been significant to gender equality. The most significant Constitutional reform with regard to gender equality occurred in 1997, Constitutional Act 1/97, of September 20 and the last revision took place in 2005.

In Portugal there are two public bodies with specific duties on gender equality. The first one is the Commission for Citizenship and Gender Equality (CIG, *Comissão para a Cidadania e Igualdade de Género*), which was created in 2007. This works under the direction of the Secretary of State for the Presidency of the Council of Ministers and its mission is to ensure the implementation of citizenship and gender equality policies in the country. The second one is the Commission for Equality in Work and Employment (CITE, *Comissão para a Igualdade no Trabalho e no Emprego*), which was created in 1979. This body is made up of representatives of the government and the social partners, and works under the direction of the Ministry for Labour and Social Solidarity, in articulation with the member of the government responsible for gender equality issues. Its fundamental aims are: to promote equality and non-discrimination practices in work, employment and vocational training; to ensure protection in maternity and paternity, and to promote conciliation between professional and family life.

In general, labour legislation acknowledges the principle of non-discrimination (Decree-Law nº 392/79, of September 20) establishing that the right to work implies the absence of any sex discrimination, either direct or indirect, or based upon marital status or family situation. The Constitution of the Portuguese Republic also states the right to the organisation of work in socially dignifying conditions, so as to allow personal self-fulfilment and the “reconciliation of professional activity with family life”. Furthermore, Article 67, nº2 announces that it is the duty of the State: “to promote the creation of and guarantee access to public national network of childcare and other social facilities for family support, as well as enact policies for senior citizens” and “to guarantee the right to family planning” that “allow the exercise of conscious maternity and paternity”.

The Law 99/2003, August 27 (Labour Code) governed by the Law 35/2004, July 29, constitutes the legal framework for the protection of maternity and paternity. Therefore, the legislation enacted states that working women have the right to a paid maternity leave for a period of 120 days. Despite the first six weeks after childbirth, during which the mother’s leave is compulsory, the father is entitled to parental leave for the remaining time, instead of the mother, in the following situations: mother’s physical or mental handicap, death, or joint decision between both partners. Fathers are entitled to a paternity leave for a period of five working days (either consecutive or interpolated) during the first month after childbirth, while receiving a paternity benefit. Both partners are also entitled to a parental leave but without pay benefit. Nonetheless, if the father leaves work for a period of fifteen days immediately after the maternity or paternity leaves are over, these fifteen days are covered by a benefit. There are also several other legislative measures aiming at protecting maternity and paternity.

ACRONYMS

EC	European Commission
EU	European Union
EU25	The 25 Member Countries of the European Union (from May 2004 to December 2006)
EU27	The 27 Member Countries of the European Union (as from January 2007)
GDP	Gross Domestic Product
GEM	Gender Empowerment Measure
GNP	Gross National Product
ISCED	International Standard Classification of Education
ISCO	International Standard Classification of Occupations
NACE	Classification of Economic Activities in the European Community
NGO	Non-governmental Organization
PT	Portugal
SMEs	Small and Medium Enterprises
UNDP	United Nations Development Program