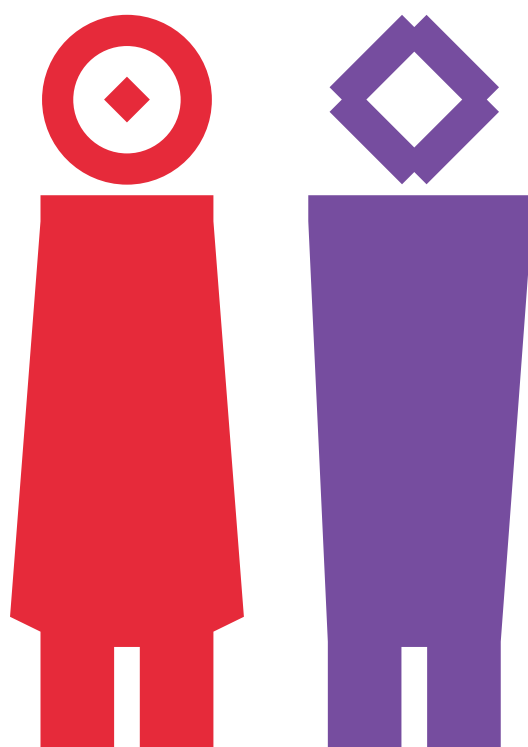


GENDER EQUALITY IN PORTUGAL

KEY INDICATORS 2017



Comissão para a Cidadania e Igualdade de Género
Presidência do Conselho de Ministros



40 ANOS | CIG
ATE À IGUALDADE

The Commission for Citizenship and Gender Equality (CIG) is the governmental body responsible for the promotion of equality between women and men. We herewith present the key indicators regarding gender equality in Portugal with the aim to share knowledge about the current situation of women and men in main areas of life in society such as education, employment, work-life balance, poverty, decision-making, gender based violence, and sexual orientation.

This electronic factsheet with key indicators is an updated and shorter version of the publication *Women's situation in Portugal* (published since 1980s), followed by the publication *Gender Equality in Portugal* (since 2002). By using a simple and visually appealing format we hope to reach more audience and provide accurate and graphically informative data that can help to better understand the situation of women and men in our country.

CIG will be publishing other electronic thematic factsheets, as well as a Statistical Bulletin with more detailed data and analysis. Such publications will be made available to the public during the following months and will complement the information here provided. Please check our website for further information: www.cig.gov.pt

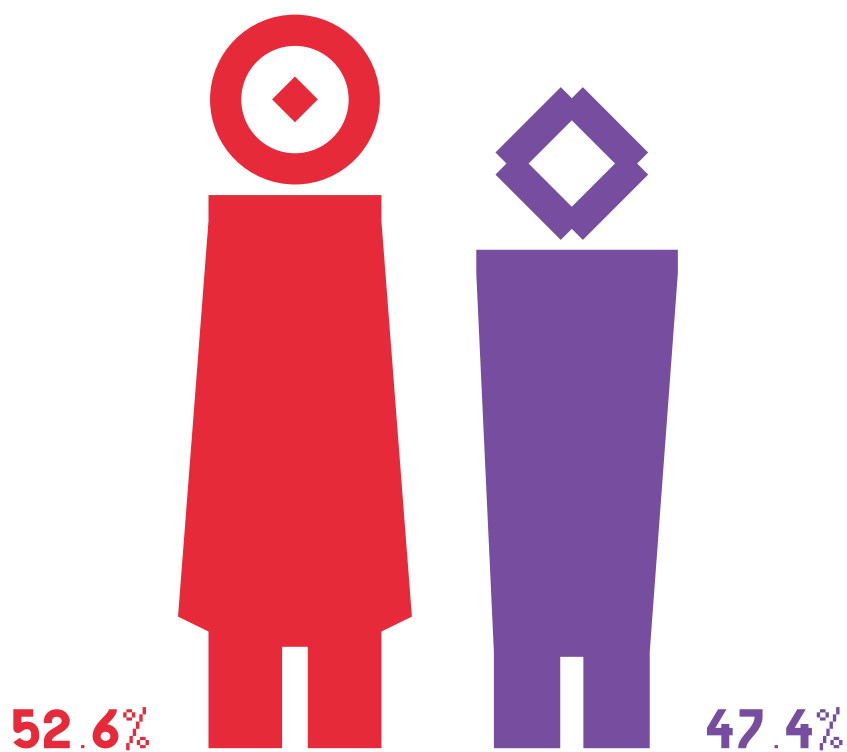
Teresa Fragoso
President

The collection of statistical data reflects the year available from the sources mentioned collected until April 30, 2017.

Figure 1

Resident Population in Portugal (2015)

In the year 2015 the resident population in Portugal¹ was 10,341,000 individuals, with women being the majority of the population.



 Women |  Men

¹ The persons who regardless of the fact that at the moment of observation '0:00 a.m. of the reference day' are present or absent in a given housing unit, this unit being where they live during most of the year with their family, or where they have all or most of their belongings. (metadata - Statistics Portugal)

1

EDUCATION

In the Portuguese Population, aged 15 or over, 8.3% have none complete educational level.

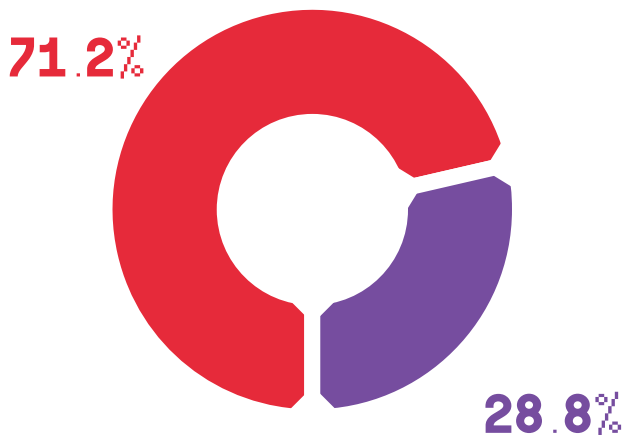
For every 100 people with none complete educational level, 71 are women, 29 are men.

In the Portuguese Population, aged 15 or over, 17.1% have completed higher education.

For every 100 people with complete higher education, around 60 are women and 40 are men.

Figure 2

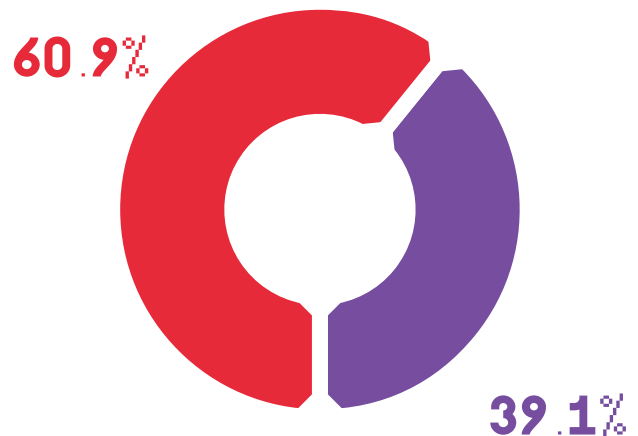
None complete educational level (2015) (%)



Women | Men

Figure 3

Complete higher education (2015) (%)



Women | Men

SOURCE: PORDATA

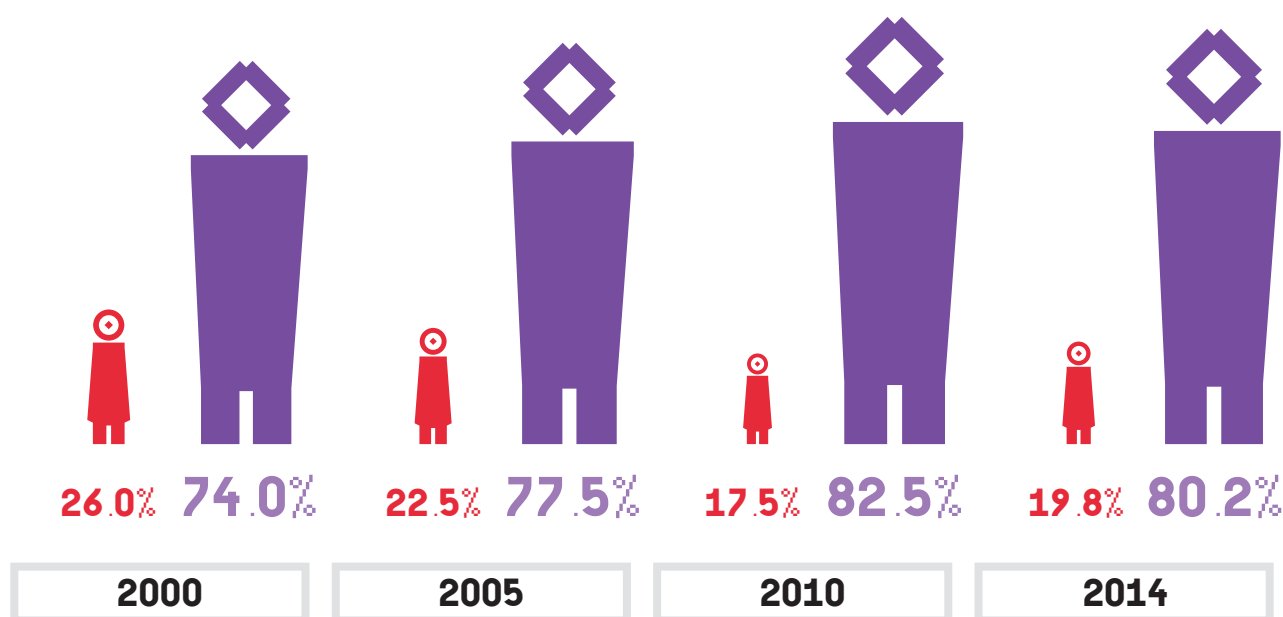
<http://www.pordata.pt/Portugal/Popula%C3%A7%C3%A3o+residente+com+15+e+mais+anos+de+idade+por+n%C3%AAdvel+de+escolaridade+completo+mais+elevado+total+e+por+sexo-333>

Women are the majority in two groups: in the group that has none complete educational level, which may reflect the lack of schooling of the older female population; and in the group with complete higher education, which represents the youngest female population.

Amongst the youngsters who have completed higher educational levels, women are the majority in all areas of education, with the exception of Engineering, Manufacturing and Construction. Also noteworthy is the low participation of women in Information and Communication Technologies (ICT).

Figure 4

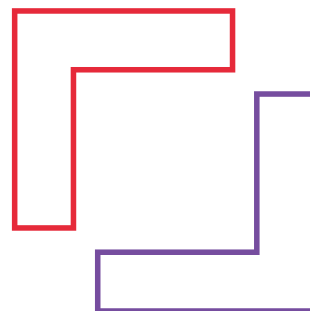
People with a degree in Information Technology and Communication, by sex (2014) (%)



 Women |  Men

SOURCE: DGEEC
<http://www.dgeec.mec.pt/np4/96/>

From a longitudinal perspective, **there is a downward trend in relation to women graduating in ICT**, except since 2010, when a slight increase has been observed, although it is not significant and has not yet reached the levels obtained in the year 2000.

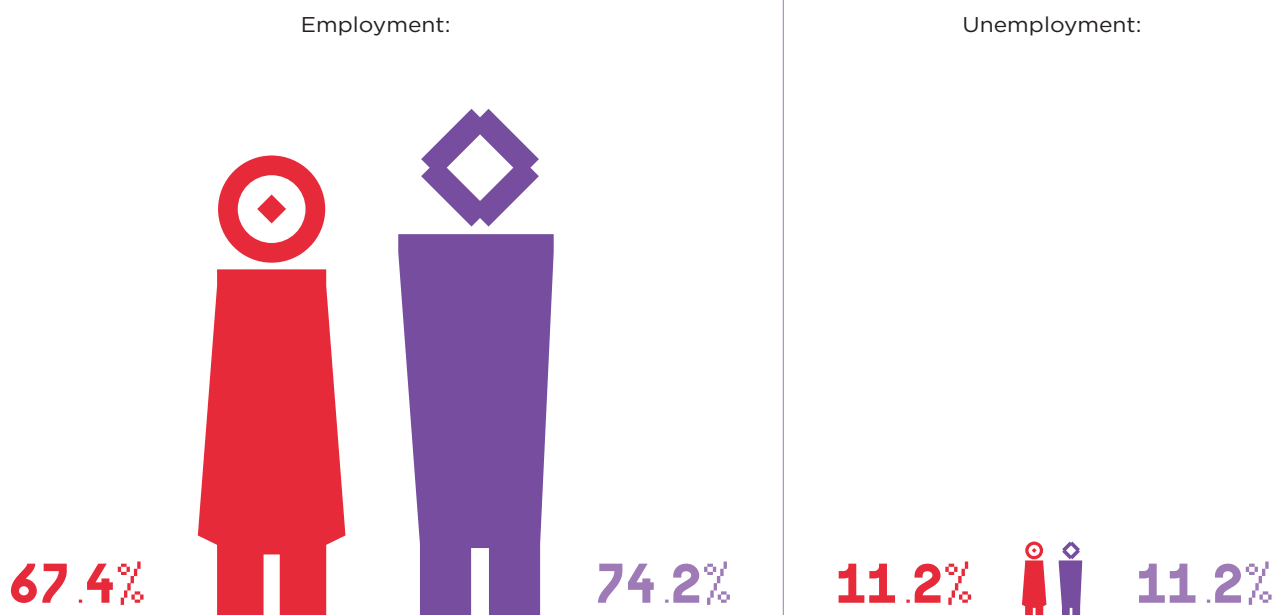


2

EMPLOYMENT AND UNEMPLOYMENT

Figure 5

Employment and unemployment rates, from 20 to 64 years old, by sex (2016) (%)



SOURCE: Statistics Portugal

Employment

https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_indicadores&indOcorrCod=0009074&contexto=bd&selTab=tab2

and Unemployment

https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_indicadores&indOcorrCod=0009073&contexto=bd&selTab=tab2

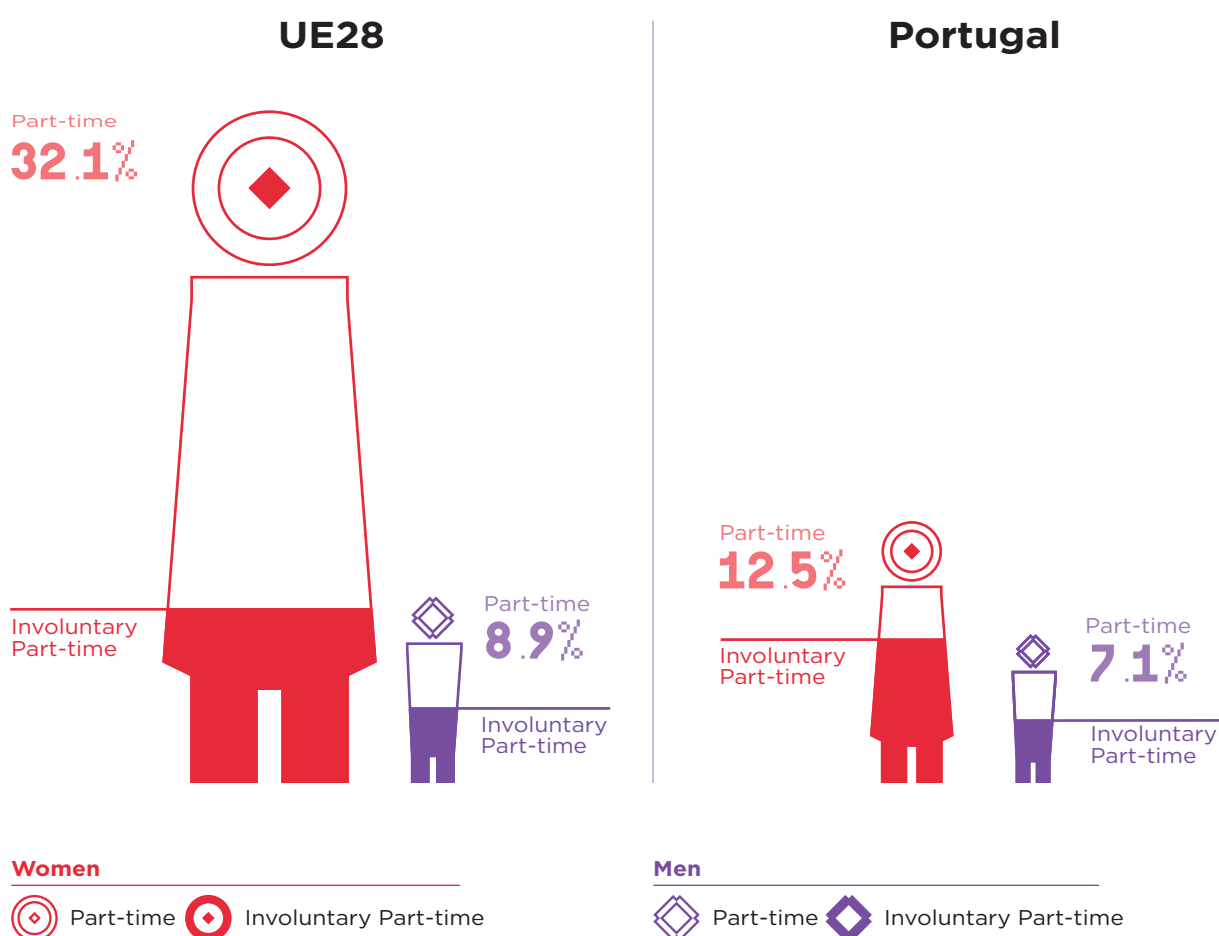
The employment rate is higher in men by 6.8 percentage points.

The difference between the figures could be explained, among other reasons, by the higher participation of men in professional activities, the fact that girls tend to stay longer in the education system or even because of the greater difficulty that women have in obtaining a job.

The unemployment rate was the same for men and women in the year of 2016 (11.2%).

Figure 6

Part-time employment as a percentage of total employment and involuntary part-time employment as a percentage of part-time employment in the EU28, and in Portugal, by sex (2015) (%)



SOURCE: EUROSTAT
<http://ec.europa.eu/eurostat/web/lfs/data/database>

Analyzing the Eurostat data, **which allows a comparison between Portugal and the EU28, we can see that the difference between Portuguese and European men, with regards to part-time work, is irrelevant;** the same cannot be said for women: **if in Portugal women employed part-time are only about 12.5% of total female employment, the European average is around 32%.**

In Portugal the proportion of involuntary part-time workers is higher than the EU28 average. In the case of men, the difference is only 2.5 percentage points, but in the case of women the differential reaches 28.7 percentage points.

Data indicates that the majority of Portuguese women working part-time only do it because they are unable to work full-time.

Figure 7

Average basic remuneration, by sex (2015) (€)

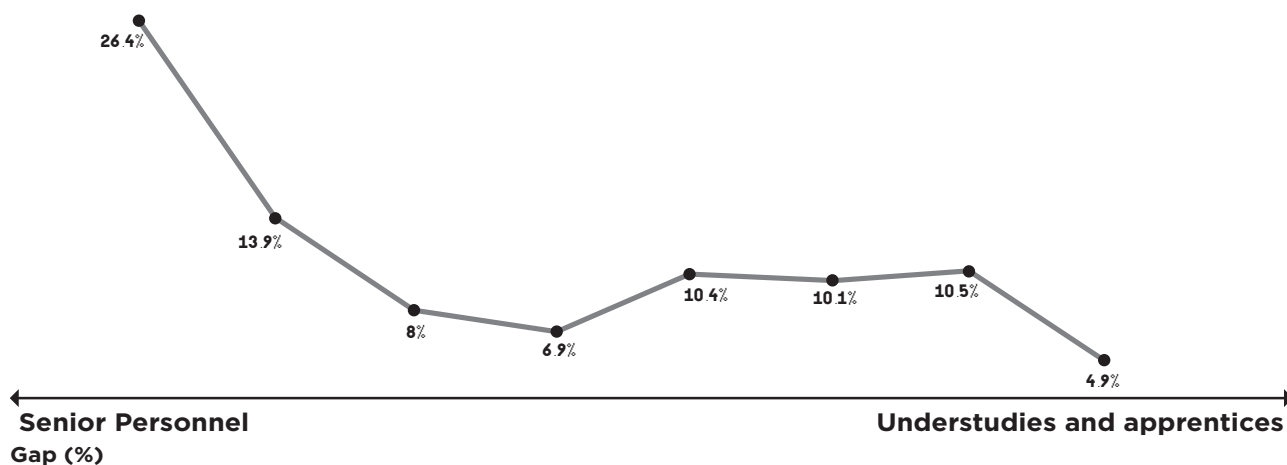
It can be seen that **average basic remunerations are higher for men.**

Men, on average, earn €990,05 of **basic monthly remuneration**, while women earn €824,99, with a gap of 16.7%.



Figure 8

Gender pay gap, by levels of qualification (2015) (%)



SOURCE: (GEP)
<http://www.gep.msess.gov.pt/>

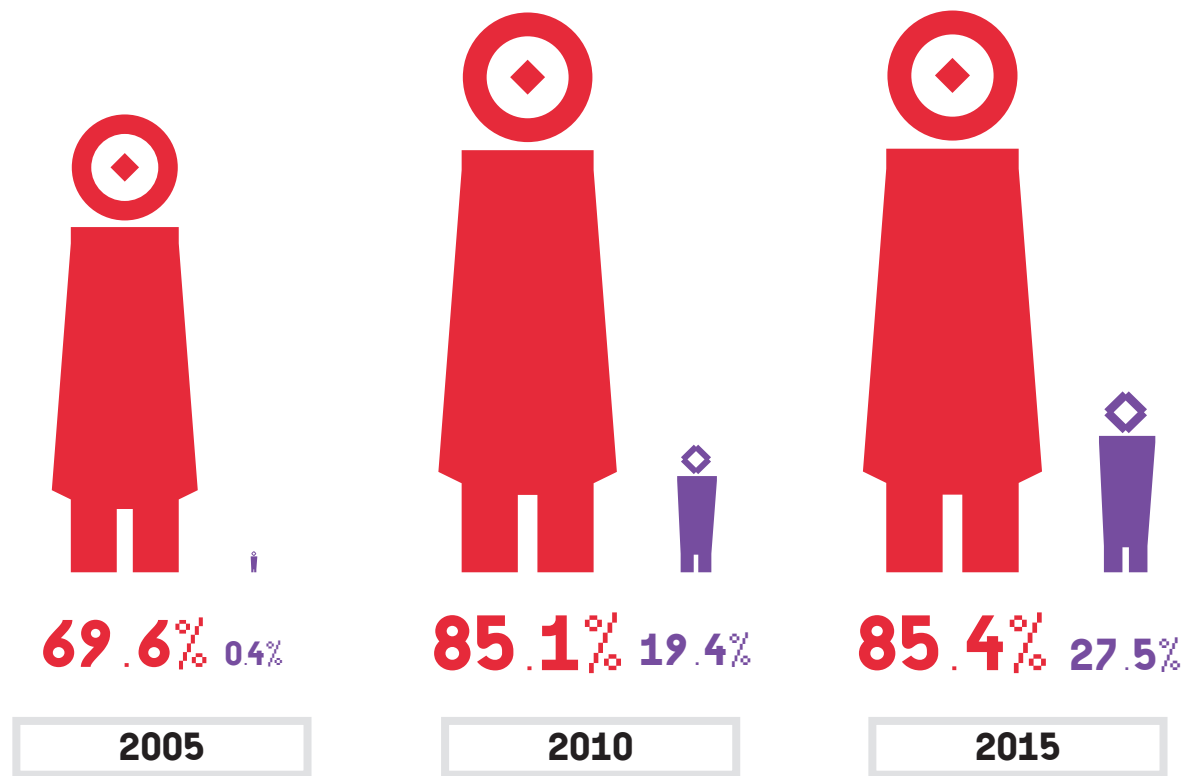
The wage gap between women and men is closely related to qualification levels: as the level of qualification increases, the higher the wage gap between men and women, and this is particularly evident among senior personnel. At this level of qualification, the gap is 26.4% in the basic remuneration.

3

WORK - LIFE BALANCE

Figure 9

Women and Men who enjoyed parental leave of 120/150 days, compared to the number of children who were born (%)



 Women |  Men

SOURCE: CITE

<http://www.cite.gov.pt/pt/acite/licencasparentais.html>
and Pordata

<http://www.pordata.pt/Portugal/Nados+vivos+de+m%C3%A3es+residentes+em+Portugal+total+e+fora+do+casamento-14>

It is noteworthy that the proportion of men who shared with the women the initial parental leave of 120/150 days has been evolving. However, **for the number of children born, women continue to have the highest percentage of parental leave.**

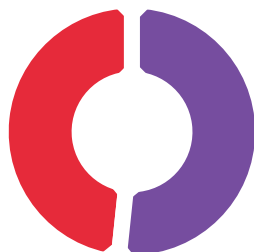
In every 100 children born in 2015, there were 85.4% of women who enjoyed parental leave and 27.5% of men who shared that leave.

Figure 10

The use of time by men and women (2015) (hours)

Average time spent in paid work (hours)

08:35



09:02

Average time spent in not paid work (hours)

04:23



02:38



SOURCE: CESIS and CITE
<http://www.inut.info/uploads/1/5/1/3/15135554/inut-livro.pdf>

In 2015:

- men spent, on average, more 27 minutes per day than women in paid work;
- **women continue to spend more time in household chores and care work. On average, women work at home 1 hour and 45 minutes more, per day, than men.**

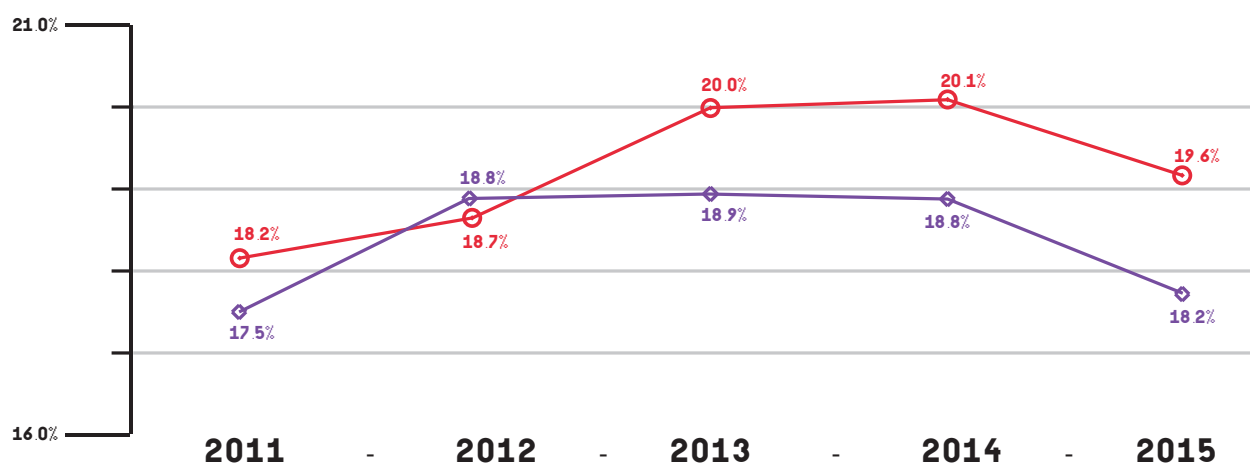
Adding paid and unpaid work, women continue to work an additional 1 hour and 13 minutes a day than men.

4

POVERTY

Figure 11

Evolution of the at-risk-of-poverty rate in women and men (%)



 Women |  Men

SOURCE: Statistics Portugal

https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_destaquas&DESTAQUESdest_boui=250505009&DESTAQUEStema=55565&DESTAQUESmodo=2

■ In all years, except in 2012, the at-risk-of-poverty rate for women is higher than for men.

■ From 2011 to 2013 the at-risk-of-poverty rate in women and men has increased, in women the rise lasts until 2014.

■ In 2011, the gap was around 0.7 percentage points. In 2012, it practically disappears, and since that time the gap has always increased, reaching 1.4 percentage points in 2015.

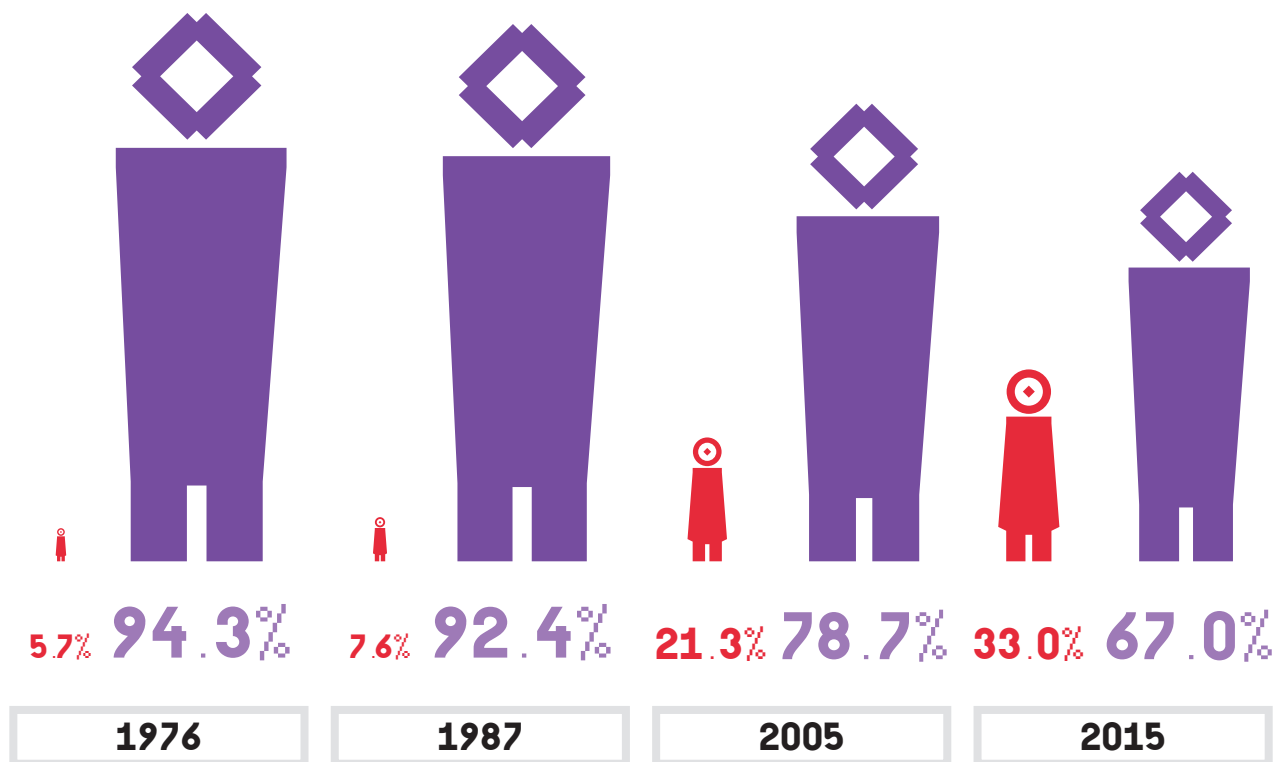
■ From 2014 the at-risk-of-poverty rate decreases for both men and women.

5

POWER AND DECISION-MAKING

Figure 12

Evolution of the participation of women and men in the Assembly of the Republic or Parliament (%)



 Women |  Men

SOURCE: PORDATA

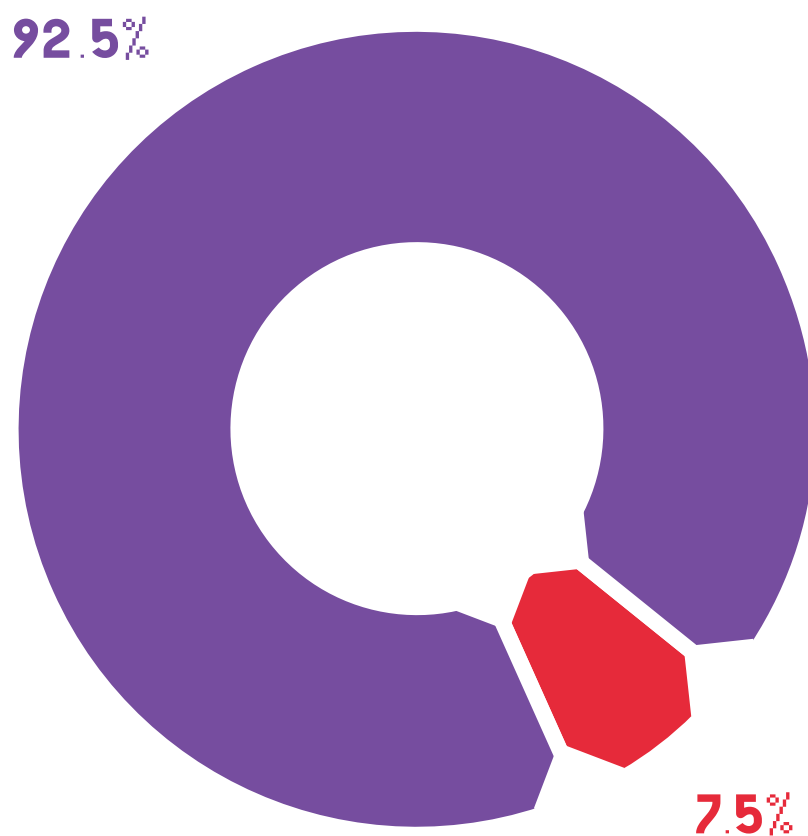
<http://www.pordata.pt/Portugal/Mandatos+nas+elei%C3%A7%C3%B5es+para+a+Assembleia+da+Rep%C3%BAblica+deputad+os+do+sexo+feminino+em+percentagem+do+total++por+partido+pol%C3%ADtico-2261>

During the first decade after April, 25th of 1974 (the revolution that ended the dictatorship), the female presence in the Assembly of the Republic is practically irrelevant and in 2005 the female representation continued to be around a fifth of the total number of seats.

From 2006, with the approval of the so-called Parity Law, there is a more significant increase in the representation of women in the Assembly of the Republic, which goes from 21.3% in 2005 to 33% in 2015, and only in the latter year the parity threshold was reached in accordance to what is defined by this Law.

Figure 13

Mayors of Municipalities, by sex (2013) (%)



 Women |  Men

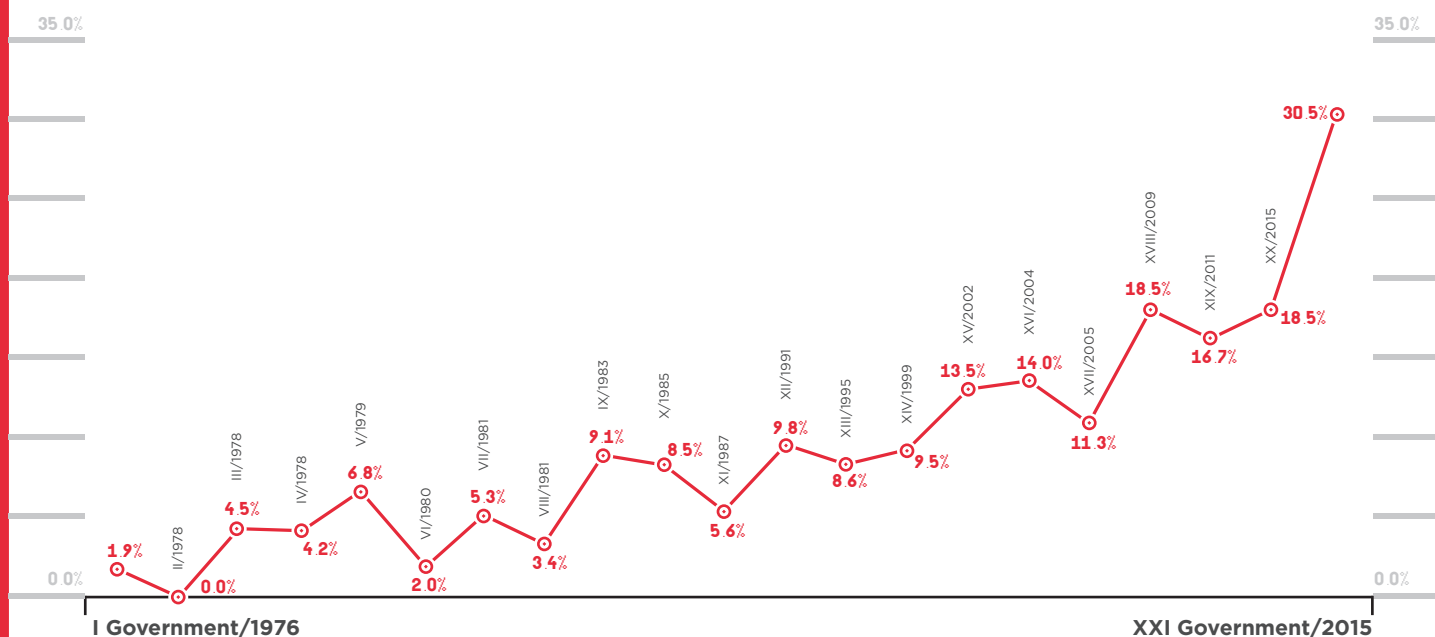
SOURCE: ANMP
<http://www.anmp.pt/munp/mun/mun10111.php?cod=20140110>

By 2013, only 23 of the 308 Municipalities were presided by women, with a majority (285) headed by men.



Figure 14

Evolution of the participation of women in the composition of Governments (%)



SOURCE: Statistics Portugal
https://www.ine.pt/ine_novidades/25abr_pub_n/index.html#28

There has been a significant evolution, especially in recent years, in relation to the number of women in different Governments (Ministers and Secretaries or Undersecretaries of State).

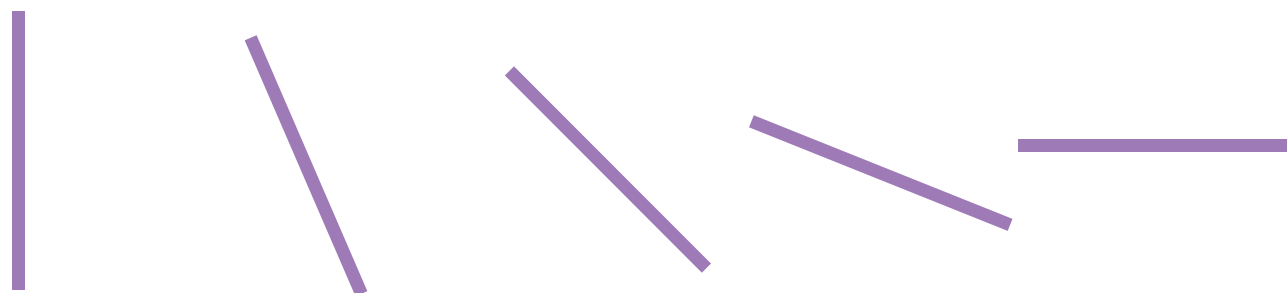
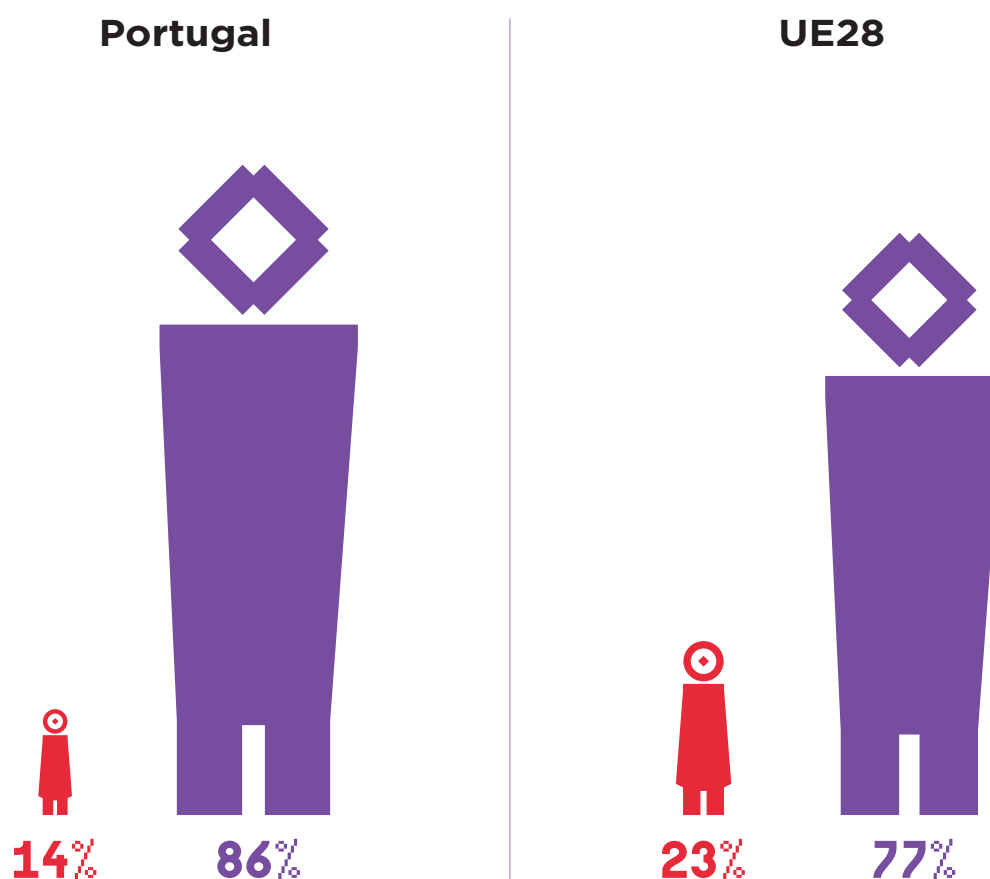


Figure 15

Proportion of women and men in the largest listed companies board members (%)

In April 2016, **the presence of women on the largest listed companies board members in Portugal was 14% and men was 86%**. In the EU28 the average was 23% for women and 77% for men.



 Women |  Men

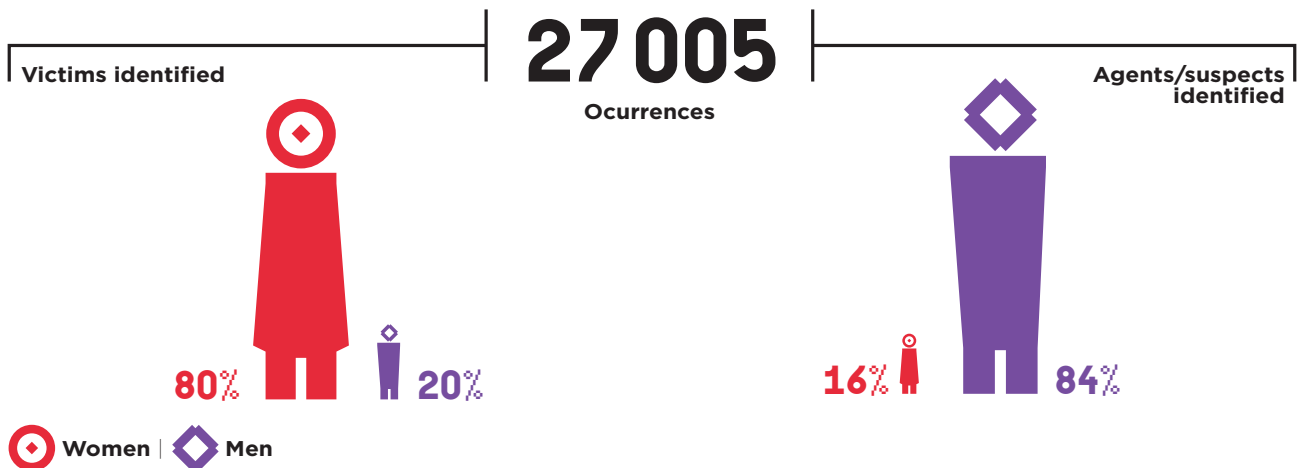
SOURCE: EIGE
<http://eige.europa.eu/gender-statistics/dgs/browse/wmidm>

6

GENDER VIOLENCE

Figure 16

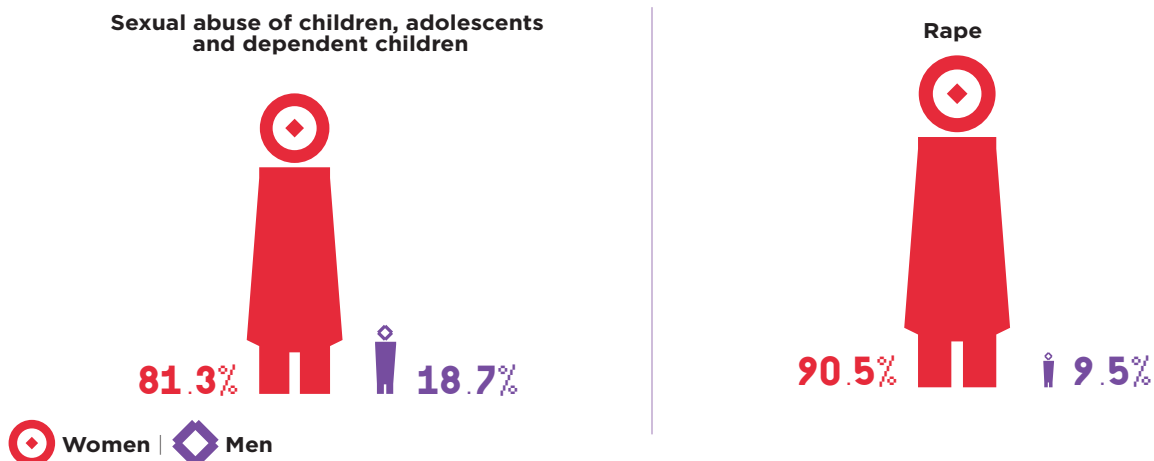
Domestic violence occurrences (number) and profile of victims and agents/suspects identified, by sex (2016) (%)



The main identified victims of domestic violence are women, being men the majority of agents/suspects identified.

Figure 17

Victims of some kind of sex crime, by sex (2016) (%)



SOURCE: MAI
<https://www.parlamento.pt/Paginas/2017/marco/Relatoriodesegurancanterna-2016.aspx>

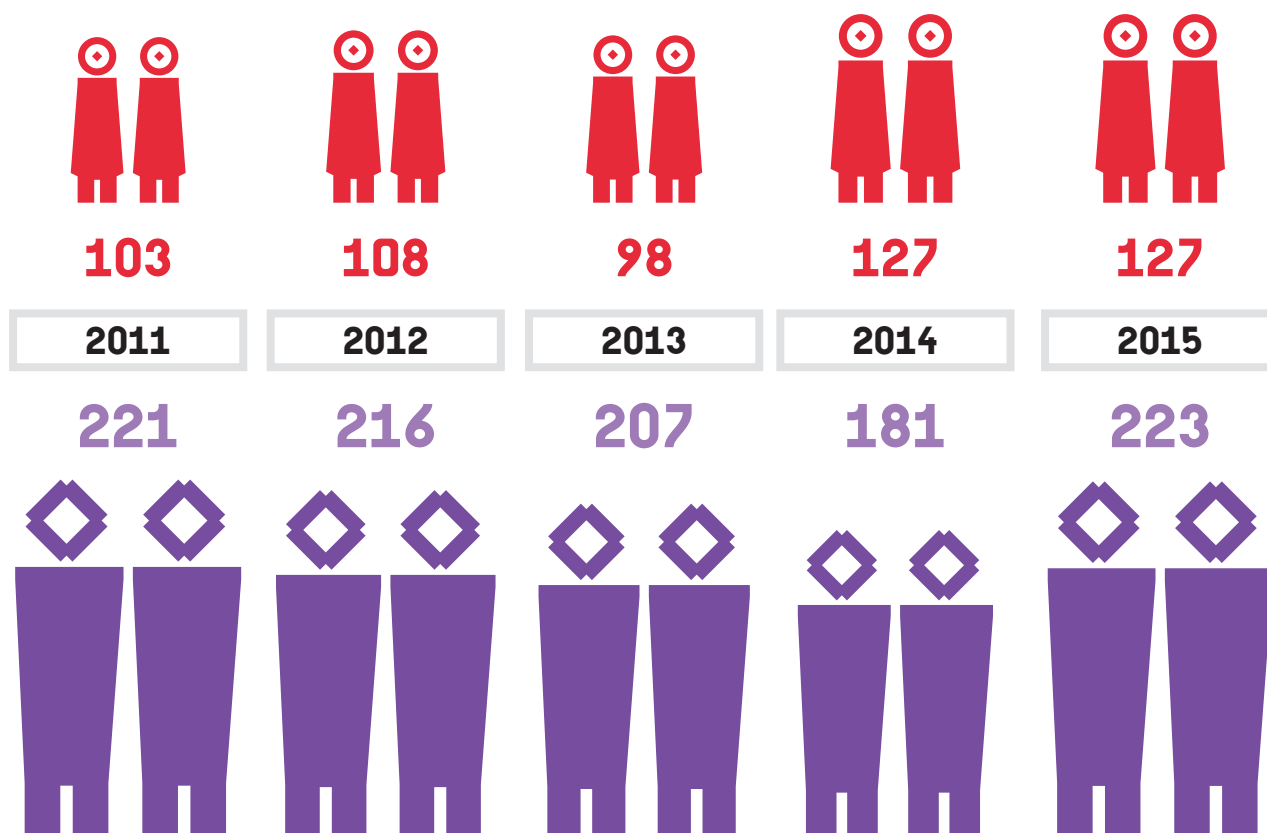
The vast majority of victims of child sexual abuse and rape are female.

7

LGBTI

Figure 18

Evolution of the number of same-sex marriages



 Women |  Men

SOURCE: Statistics Portugal

https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_indicadores&indOcorrCod=0008139&contexto=pgi&selTab=tab10
e https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_indicadores&indOcorrCod=0008141&contexto=pgi&selTab=tab10

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