

# Gender Equality Index 2019: Portugal

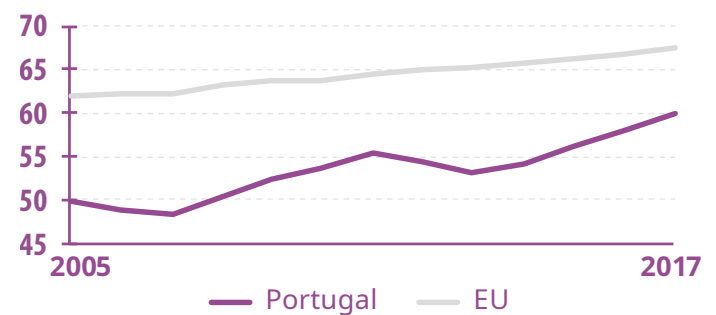
With **59.9 out of 100 points**, Portugal ranks 16th in the EU on the Gender Equality Index. Its score is 7.5 points lower than the EU's score. Between 2005 and 2017, Portugal's score increased by 10 points (+ 3.9 points since 2015). Portugal is progressing towards gender equality faster than other EU Member States. Its ranking has improved by seven places since 2005.

Portugal's scores are lower than the EU's scores in all domains. Gender inequalities are most pronounced in the domains of power (46.7 points) and time (47.5 points). Portugal achieves its highest score in the domain of health (84.5 points), where it ranks 20th overall in the EU.

Since 2005, Portugal's score improved the most in the domain of power (+ 24.5 points). Progress has stalled in the domains of time (+ 0.2 points) and health (+ 0.7 points).

Between 2005 and 2017, Portugal improved its Index score, but had a lower score than the EU throughout the entire period. Portugal is moving towards gender equality at a faster rate than the EU, narrowing its distance to the EU's score over time.

**Portugal is advancing at a faster rate than the EU average**

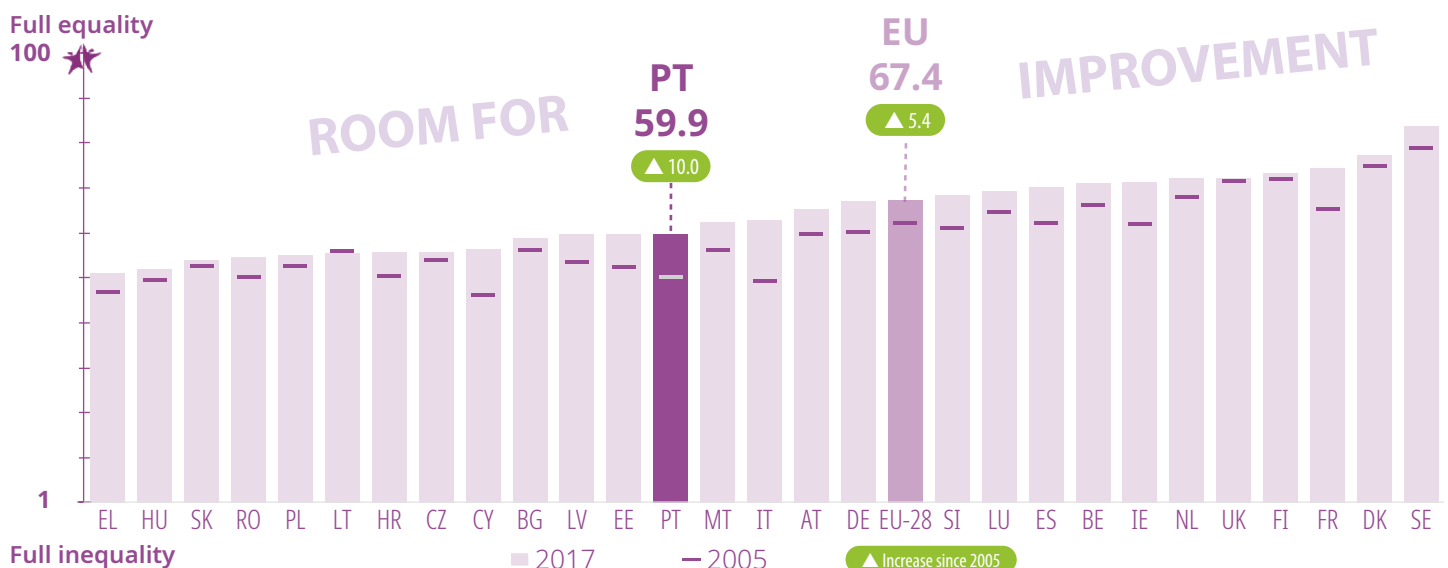


Each year we score EU Member States and the EU as a whole to see how far they are from reaching gender equality. The Index uses a scale of 1 to 100, where 1 is for total inequality and 100 is for total equality.

The scores are based on the gaps between women and men and levels of achievement in six core domains: work, money, knowledge, time, power and health. Two additional domains are integrated into the Index but do not have an impact on the final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, country of birth, education and family type. The domain of violence against women measures and analyses women's experiences of violence.

In addition to providing a snapshot into the Index scores, the Gender Equality Index 2019 includes a thematic focus on work-life balance.

## Gender Equality Index scores for EU Member States, 2005 and 2017



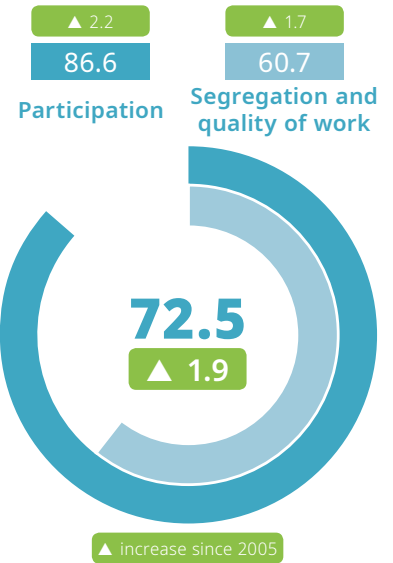


## Work

Portugal's score in the domain of work is 72.5, showing progress of 1.9 points since 2005 (+ 0.5 points since 2015), with improvements in both sub-domains.

The employment rate (of people aged 20-64) is 72 % for women and 79 % for men. With the overall employment rate of 75 %, Portugal has achieved its national EU 2020 employment target of 75 %. The full-time equivalent (FTE) employment rate decreased for women (from 47 % to 45 %) and men (from 64 % to 56 %) between 2005 and 2017, narrowing the gender gap (from 17 percentage points (p.p.) to 10 p.p.). Among women and men in couples with children, the FTE employment rate is 80 % for women and 91 % for men. The gender gap decreases in proportion to increases in education level: among highly educated women and men, the gender gap is much smaller (2 p.p.), compared to women and men with low levels of education (17 p.p.).

Around 13 % of women work part-time, compared to 8 % of men. On average, women work 38 hours per week, and men work 41 hours. The uneven concentration of women and men in different sectors of the labour market is an issue: 29 % of women work in education, health and social work, compared to 7 % of men. Fewer women (9 %) than men (31 %) work in science, technology, engineering and mathematics (STEM) occupations.



## Money

Portugal's score in the domain of money is 72.1, showing progress of 3.3 points since 2005 (+ 1.2 points since 2015), with improvements in the economic and financial situations of women and men.

With mean monthly earnings increasing less for women (+ 9 %) than for men (+ 15 %) from 2006 to 2014, the gender gap grew: women earn 16 % less than men. In couples with and without children, women earn a quarter less than men. Among women and men with low, medium and high education, women earn around a third less than men. The gap is also wider among people born outside Portugal: foreign-born women earn 32 % less than foreign-born men, compared to native-born women who earn 23 % less than native-born men.

The risk of poverty has remained the same since 2005: nearly 19 % of women and 18 % of men are at risk. People facing the highest risk of poverty are lone parents (33 %), young people aged 15-24 (26 %), single people (25 %) and people with low education (24 %). Inequalities in income distribution decreased among women and men between 2005 and 2017. Women earn, on average, around 84 cents for every euro a man makes per hour, resulting in a gender pay gap of 16 %. The gender pension gap is 32 %.

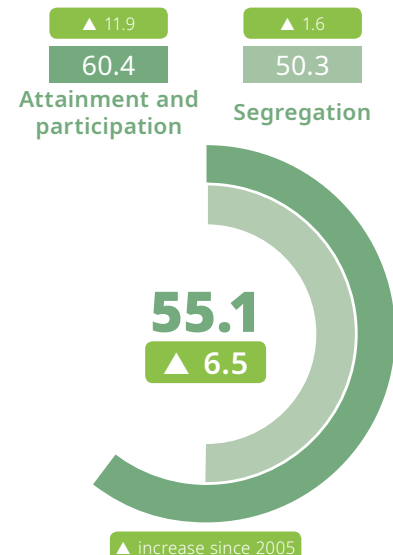


## Knowledge

Portugal's score in the domain of knowledge is 55.1, with a 6.5-point increase since 2005 (+ 0.3 points since 2015). Portugal ranks 23rd in the domain of knowledge in the EU but has improved significantly in the sub-domain of attainment and participation.

The share of women tertiary graduates rose between 2005 and 2017 (from 11 % to 21 %). For men, increases in tertiary attainment have progressed at a slower pace (from 8 % to 15 %). The gender gap in attainment is wider for women and men born outside Portugal in the EU (16 p.p.) and between women and men aged 25-49 (13 p.p.). Portugal has not yet reached its national EU 2020 target of having 40 % of people aged 30-34 obtain tertiary education. The current rate is 34 % (43 % for women and 24 % for men). Participation in lifelong learning increased for both women and men from 11 % to 15 % for women and 16 % for men between 2005 and 2017.

The uneven concentration of women and men in tertiary study fields remains a challenge for Portugal. About 40 % of women students and 18 % of men students study education, health and welfare, or humanities and art.



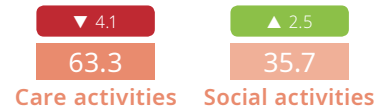


## Time

Portugal's score in the domain of time has not changed since the last edition of the Index, because new data is not available. The next data update for this domain is expected in 2021. More frequent time-use data would help to track progress in this domain.

Portugal's score in the domain of time is 47.5 (the fourth lowest in the EU), with decreased gender inequalities in the distribution of time spent on care activities since 2005. Around 37 % of women and 28 % of men dedicate one hour or more a day to care activities. In couples with children, 87 % of women take care of their family for one hour or more daily, compared to 79 % of men. The gender gap is wider for those aged 25-49 (26 p.p.). Around 78 % of women do cooking and housework every day for at least one hour, compared to only 19 % of men, which is among the widest gender gaps in the EU.

Fewer women (10 %) than men (20 %) participate in sporting, cultural or leisure activities outside the home. Similar proportions of women (7 %) and men (5 %) are involved in voluntary or charitable activities.



47.5\*

▲ 0.2

▲ increase since 2005 ▼ decrease since 2005

\* Scores not updated since 2017 edition.



## Power

Portugal's score in the domain of power is 46.7 with a significant 24.5 point increase since 2005 (+ 12.8 points since 2015). The domain's score is progressing at nearly twice the pace of the EU's score (+ 13.0 points). There are significant improvements in the sub-domains of political and economic decision-making, while progress has stalled in the sub-domain of social power.

Portugal introduced a legislative candidate quota of 33 % in 2006, and the share of women in parliament has increased (from 20 % in the beginning of 2005 to 36 % in 2015). The share of women ministers increased from 14 % to 35 % between 2005 and 2018). The share of women members of parliament also rose from 24 % to 36 % in the same period. Women make up 24 % of members of regional assemblies.

In the sub-domain of economic power, improvements were made. On the board of the central bank, the share of women rose from 0 % to 33 % between 2005 and 2018). Portugal also introduced a legislative quota requiring 33 % of women on the boards of companies in 2017. The share of women more than tripled (from 6 % in 2005 to 19 % in 2018) on the boards of the largest publicly listed companies. Women comprise 36 % of board members of research-funding organisations and 33 % of publicly owned broadcasting organisations.



46.7

▲ 24.5

▲ increase since 2005 ▼ decrease since 2005



## Health

Portugal's score in the domain of health is 84.5, with no significant change since 2005 (+ 0.9 points since 2015). In the health domain, Portugal ranks 20th in the EU. Gender equality in health status has slightly improved, while progress has stalled in access to health services. There is no new data for health behaviour.

Self-perceptions of good health increased for women (from 41 % to 44 %) and men (from 51 % to 54 %), in the period 2005 and 2017. Portugal has the third lowest level of health satisfaction in the EU. Health satisfaction increases with a person's level of education and decreases in proportion to their age. The gender gaps are much wider (to the detriment of women) among those with a low level of education (14 p.p.), lone parents (17 p.p.) and single people (22 p.p.). Life expectancy increased for both women and men between 2005 and 2016. Women on average live six years longer than men (84 years compared to 78 years).

Adequate access to medical care has slightly increased in Portugal. Around 4 % of women and 3 % of men report unmet needs for medical examinations (compared to 7 % and 4 % in 2005). Unmet needs have slightly grown for dental examinations, with 15 % of women and 14 % of men reporting unmet dental needs (compared to 12 % and 11 % in 2005).



84.5

▲ 0.7

▲ increase since 2005

\* Scores not updated since 2017 edition.



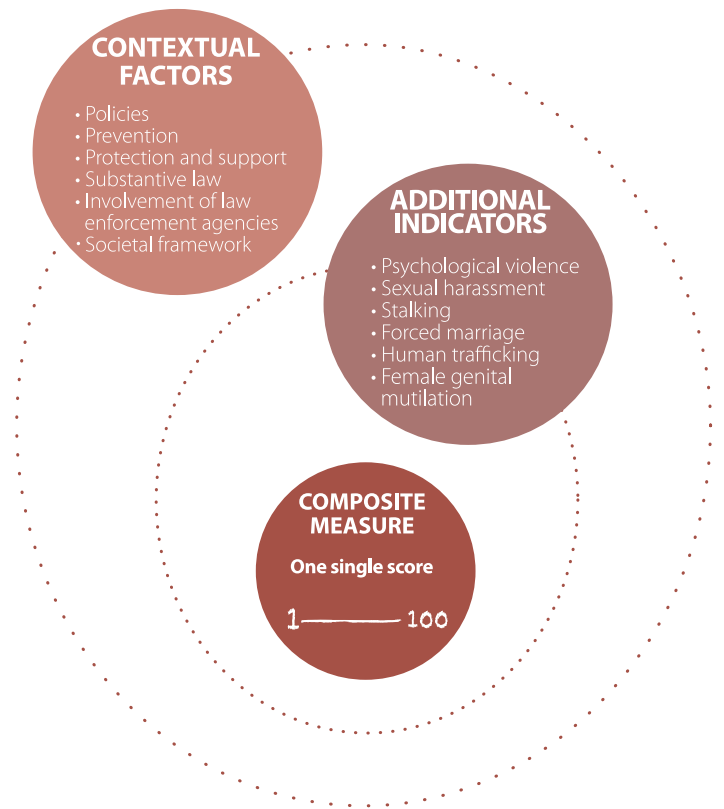
## Violence

Violence against women is both a consequence and cause of persisting gender inequalities in the areas of work, health, money, power, knowledge and time. In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence. For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women. The calculation of scores relied on the 2014 European Union Agency for Fundamental Rights survey data results. No EU-wide survey on gender-based violence has been carried out since then. Until the completion of the next survey, the scores cannot be updated.

Portugal signed and ratified the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) in August 2014.

The domain of violence presents updated data on three additional indicators to help monitor femicide, female genital mutilation and trafficking in human beings. However, not all Member States collect such data and improvements in data collection are necessary.

Portugal does not provide data on women victims of intentional homicide by an intimate partner or family member. EIGE's estimates show that 5 % to 23 % of the 5 835 girls (in the migrant resident population) are at risk of female genital mutilation. Statistics on trafficking in human beings are gathered and reported. There were 58 registered women victims of trafficking in human



beings in 2016. Comparable data, disaggregated by sex, is essential to the development of EU-wide strategies on preventing and eliminating violence against women across Member States.



## Thematic focus on work-life balance

Gender Equality Index 2019 focuses on work-life balance — an issue of high political importance in the EU. In addition to work-life balance related indicators captured by the Index (e.g. in the domains of work, time and knowledge), the thematic focus presents additional indicators — a work-life balance scoreboard (WLB scoreboard). The WLB scoreboard cuts across three broad areas: paid work, unpaid work (care) and education and training. It presents 15 indicators in six specific areas of concern: parental leave policies; caring for children and childcare services; informal care for older persons and persons with disabilities and long-term care services; transport and infrastructure; flexible working arrangements; and lifelong learning.

### Parental leave policies

Parental leave helps parents balance their caring duties and work life. However, it is often unavailable to potential parents as their eligibility might be dependent on criteria such as whether a person is in paid work; if they are an employee or self-employed; the sector in which they work; the length of service; or leave might not be accessible to same-sex couple or migrants. Changes in the labour market, such as the spread of atypical forms of employment (e.g. temporary contracts and on-demand work, bogus self-employment, voucher-based work) have increased concerns about parents' access to leave, especially in cases

where it is based on definitions of traditional standard employment.

In 2016, 23 % of women and 32 % of men aged 20-49 (potential parents) were ineligible for parental leave in Portugal. Unemployment or inactivity was the main reason for ineligibility for 84 % of women and 52 % of men. The remaining 16 % of women and 48 % of men were ineligible for parental leave due to inadequate length of employment. Same-sex parents are ineligible for parental leave in Portugal. Among the employed population, 5 % of women and 19 % of men were ineligible for parental leave.

## Informal childcare and childcare services

As the number of dual-earning and single-parent families grows, new needs for childcare services appear. High quality, available, accessible and affordable childcare services are essential to allow parents to stay in or join the labour market and reduce the gender gap in employment.

In Portugal, 59 % of all informal carers of children are women. Overall, 58 % of women are involved in caring for or educating their children or grandchildren at least several times a week, compared to 55 % of men. Compared to the EU average (56 % of women and 50 % of men), slightly more women and men are involved in caring for or educating their children or grandchildren in Portugal. The gender gaps are wider among women and men who are not working (40 % and 28 %) and between women and men working in the private sector (82 % and 72 %).

Portugal reached both Barcelona targets to have at least 33 % of children below the age of three and 90 % of children between the age of three and school age in childcare. Overall, 48 % of children below the age of three are under some form of formal care arrangements, and 46 % of children this age are in formal childcare for at least 30 hours a week. Formal childcare is provided for 93 % of children from the age of three to the minimum compulsory school age (87 % are in formal childcare for at least 30 hours a week). Around 13 % of women and men in Portugal report unmet needs for formal childcare services. Lone mothers are more likely to report higher unmet needs for formal childcare services in Portugal (19 %), compared to couples with children (11 %).

## Informal care for older persons and persons with disabilities and long-term care services

Available, accessible and affordable care services and infrastructure are crucial if people with caring responsibilities are to maintain a healthy balance between their care duties and work life. This is especially relevant for women, who are often more engaged than men in both formal and informal care of older persons and/or persons with disabilities. In light of emerging demographic trends, such as ageing societies, lower birth rates and consequently the decline of the working age population, the need for formal and informal long-term care services becomes more important than ever.

Most informal carers of older persons and/or persons with disabilities in Portugal are women (60 %). The shares of women and men involved in informal care of older persons and/or people with disabilities several days a week or every

day are 8 % and 6 %. The proportion of women involved in informal care is 7 p.p. lower than the EU average, while the involvement of men is 4 p.p. lower. Overall, 10 % of women and 12 % of men aged 50-64 take care of older persons and/or persons with disabilities, in comparison to 7 % of women and 4 % of men in the 20-49 age group. Around 27 % of women carers of older persons and/or persons with disabilities are employed, compared to 55 % of men combining care with professional responsibilities. There are also fewer women than men informal carers working in the EU. But the gender gap is wider in Portugal than in the EU (28 p.p. compared to 14 p.p. for the EU). In the 50-64 age group, 34 % of women informal carers work, compared to 60 % of men. Women and men in Portugal have the highest unmet needs for professional home care across the EU (86 %).

## Transport and infrastructure

Access to affordable and quality public infrastructure, such as care and educational facilities, health services and transportation, impacts women's and men's opportunities to balance paid work with other activities. The uneven division of caring duties and household tasks between women and men influences the ways in which they use or need certain types of transport and infrastructure. Time spent commuting is a good indication of whether existing public infrastructure helps or hinders women and men in juggling their everyday activities.

In Portugal, men and women spend an equal amount of time commuting to and from work (around 25 minutes per day). Couples with and without children spend similar time

commuting, with women travelling longer than men in both types of couples. Single people spend similar time commuting as people in couples do, with single men travelling around 31 minutes per day compared to 24 minutes per day for single women. Women spend slightly less time commuting than men if they work part-time. Women working part-time travel 17 minutes from home to work and back, and men commute 18 minutes, while both women and men working full-time commute around 26 minutes.

Generally, men are more likely to travel directly to and from work, whereas women make more multi-purpose trips, to fit in other activities such as school drop-offs or grocery shopping.

## Flexible working arrangements

Flexible working arrangements, such as opportunities to transition between part-time and full-time work, flexibility in working hours and remote work, typically give employees a greater ability to control how much, when and where they can work. If carefully designed, keeping in mind the different needs of women and men, flexible working arrangements can make it easier to balance work and family life. They can support people with caring responsibilities to enter the labour market, as full-time employees.

More women (71 %) than men (60 %) are unable to change their working time arrangements. Access to flexible working arrangements is lower in Portugal than in the EU, where

57 % of women and 54 % of men have no possibility to change their working time arrangements. The private sector provides more flexibility over working time to both women and men than the public sector. Around 66 % of women and 57 % of men private sector employees have no control over their working time arrangements, compared to 88 % of women and 93 % of men public sector employees.

Even though there are more women than men working part-time in Portugal, fewer women (24 %) than men (43 %) part-time workers transitioned to full-time work in 2017. The gender gap is wider than in the EU, where 14 % of women and 28 % of men moved from part-time to full-time work.

## Lifelong learning

Constant advances in technology require workers to upskill continuously and stay up-to-date with new developments and technologies over the course of their careers. Lifelong learning is also a catalyst for gender equality as it gives women and men greater choice in their work options and more opportunities to achieve their full potential. Insufficient financial resources and time-related barriers such as conflicts with work schedules and/or family responsibilities can prevent access to lifelong learning for both women and men. Lifelong learning can help women re-enter the labour market after career breaks due to care responsibilities.

Portugal has close to the EU average participation rate in lifelong learning (10 %), with no gender gap. Women (aged 25-64) are more likely to participate in education and training

than men regardless of their employment status, except for economically inactive men, who are more likely to participate in lifelong learning than economically inactive women. Conflicts with work schedules are a greater barrier to participation in lifelong learning for men (55 %) than for women (53 %). Family responsibilities are reported as a barrier to engagement in education and training for 41 % of women compared to 22 % of men. Work schedules are more of an obstacle for participation in lifelong learning in Portugal than in the EU overall, while family responsibilities are reported as an obstacle at around the EU average. In the EU, 38 % of women and 43 % of men report their work schedule as an obstacle, and 40 % of women and 24 % of men report that family responsibilities hinder participation in lifelong learning.

**Read more about the Gender Equality Index** at <http://eige.europa.eu/gender-equality-index>

### European Institute for Gender Equality

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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European Institute for Gender Equality  
Gedimino pr. 16  
LT-01103 Vilnius  
LITHUANIA

### Contact details

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