



EUROPEAN **WOMEN'S** MANAGEMENT DEVELOPMENT INTERNATIONAL NETWORK 



Country Profile: Portugal



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Main goals:

- Give a brief view of Portugal in terms of women leading positions
- Define a strategic action plan for Portugal
- Define the role of EWMD in Portugal
- Select and allocate resources



Main issues covered by the legal framework

- Equality and non discriminatory behaviour towards female workers in the labour market
 - Equal opportunities concerning employment, work and education
 - Equal conditions and earnings for the same job
 - Discriminatory behaviour prohibited

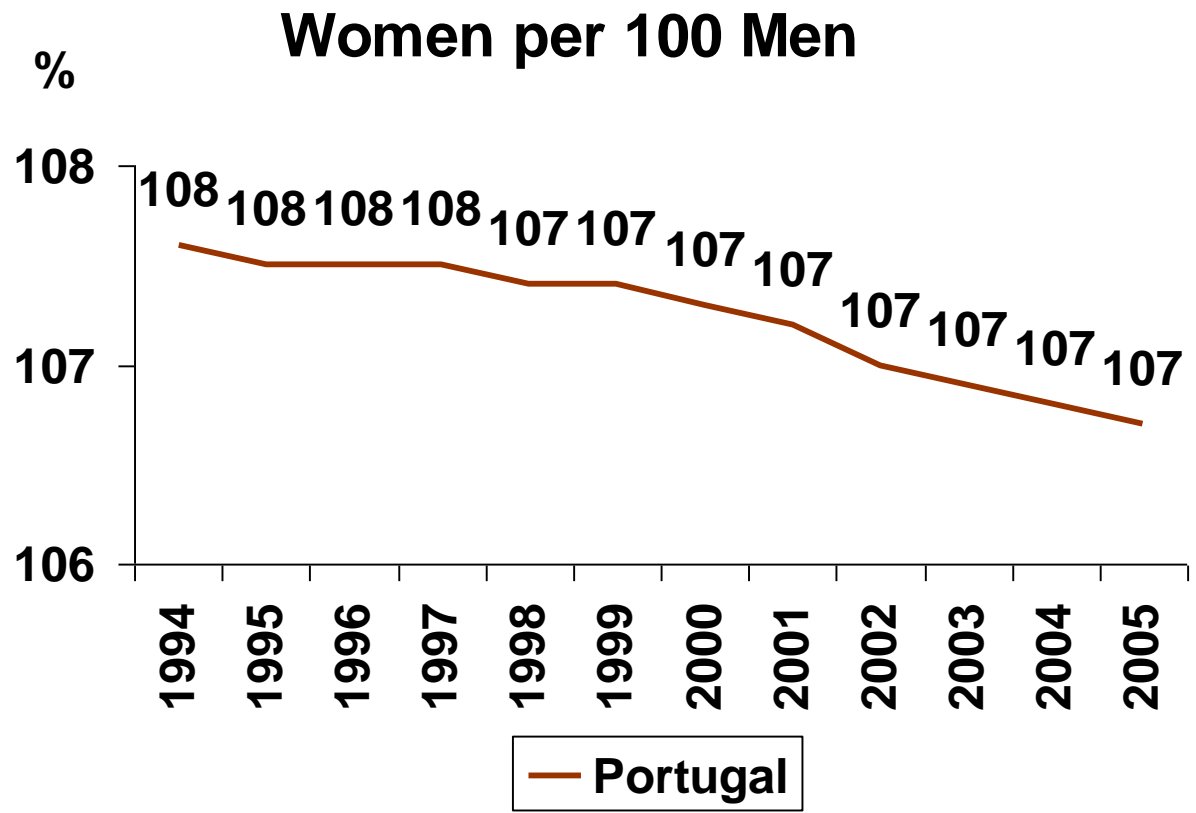


Main issues covered by the legal framework

- Legal rights – social protection
 - Maternity leave for 120 days – 100% earnings
 - Maternity leave for 150 days – 80% earnings
 - Paternity leave for 5 working days and for the same period of the mother (incapacity, death or mutual agreement)
 - Family assistance for children under 6 years old
 - Right to part-time / flexible work for parents with children under 12 years old.

Trends:

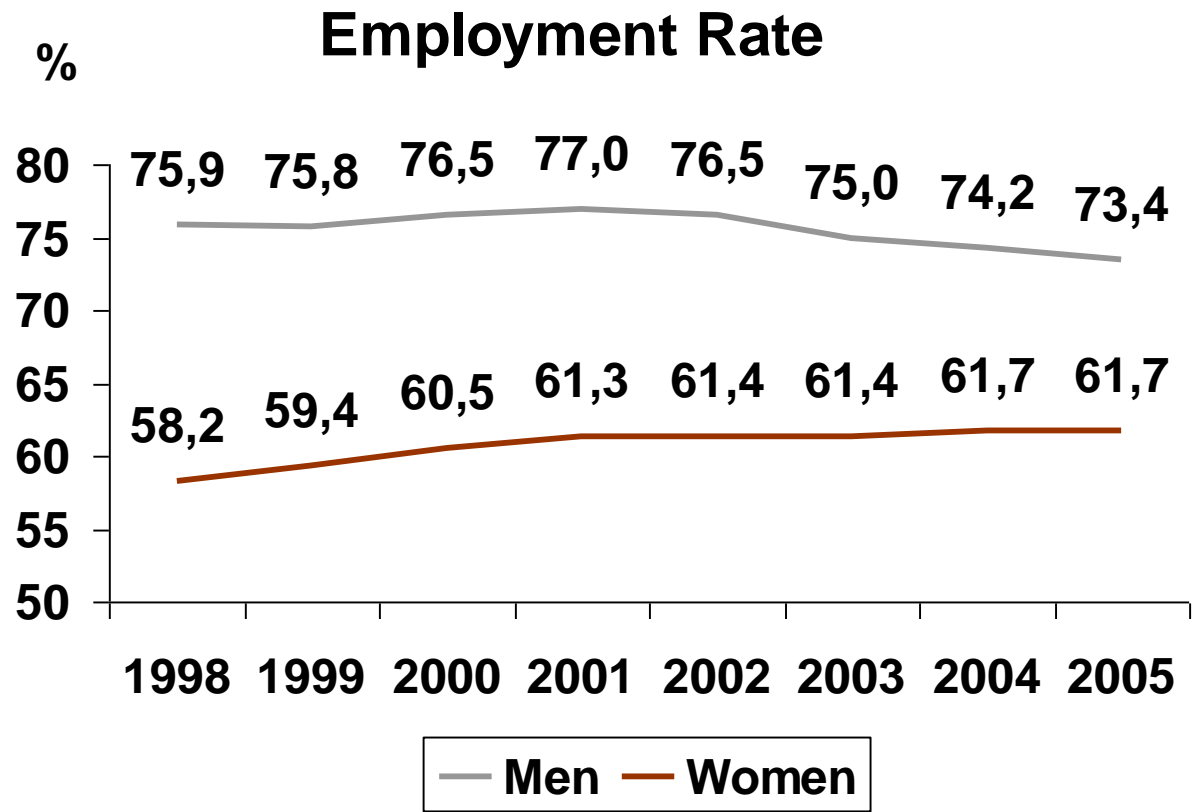
- Negative trend
- EU-25: 105,5% in 1997



Source: Population and Social Conditions, 2007, EUROSTAT.

Trends:

- Female employment rate has increased rapidly
- EU-25: 56,3%
- Countries with a rate above 60%:
DK, EE, NL, AT, PT, FI, SE and UK



Source: EU Labour Force Survey, 2005, EUROSTAT.

Trends:

- Female unemployment rate has been always above the male rate
- EU-25: 9,8%
- Countries with a rate above 8%: BE, CZ, BG, DE, SK, PT, ES, EL, FR, IT, LV, LT and PL

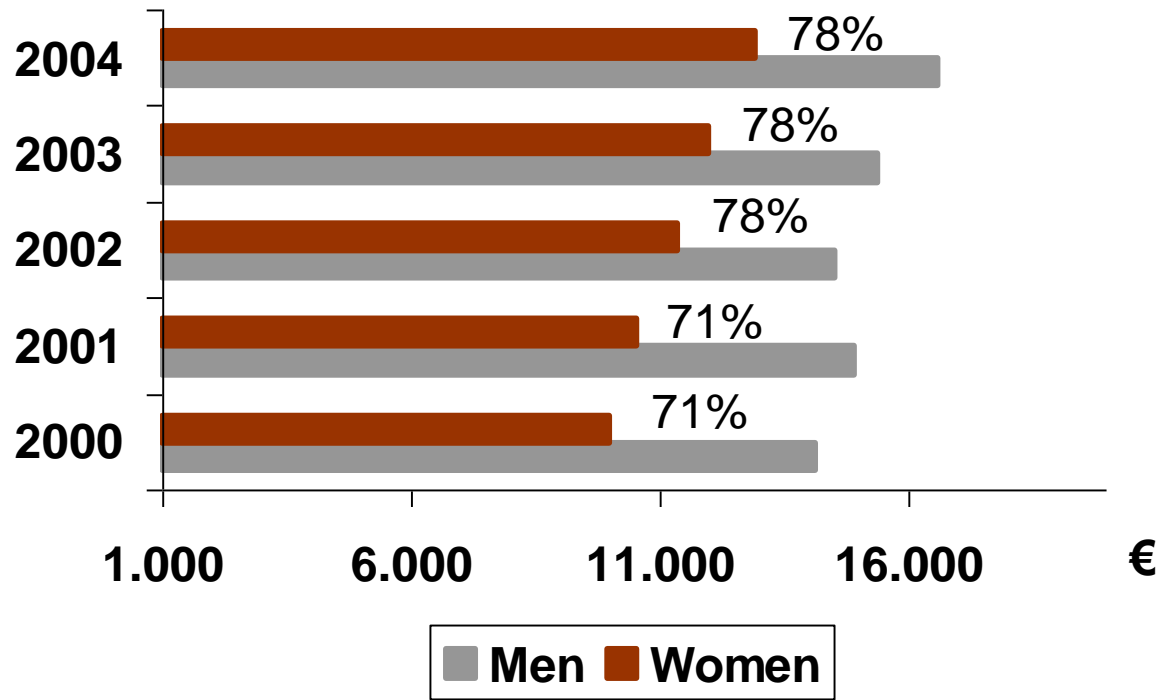


Source: EU Labour Force Survey, 2005, EUROSTAT.

Trends:

- Female earnings are increasing in % of male earnings
- EU-15: 77% in 2003

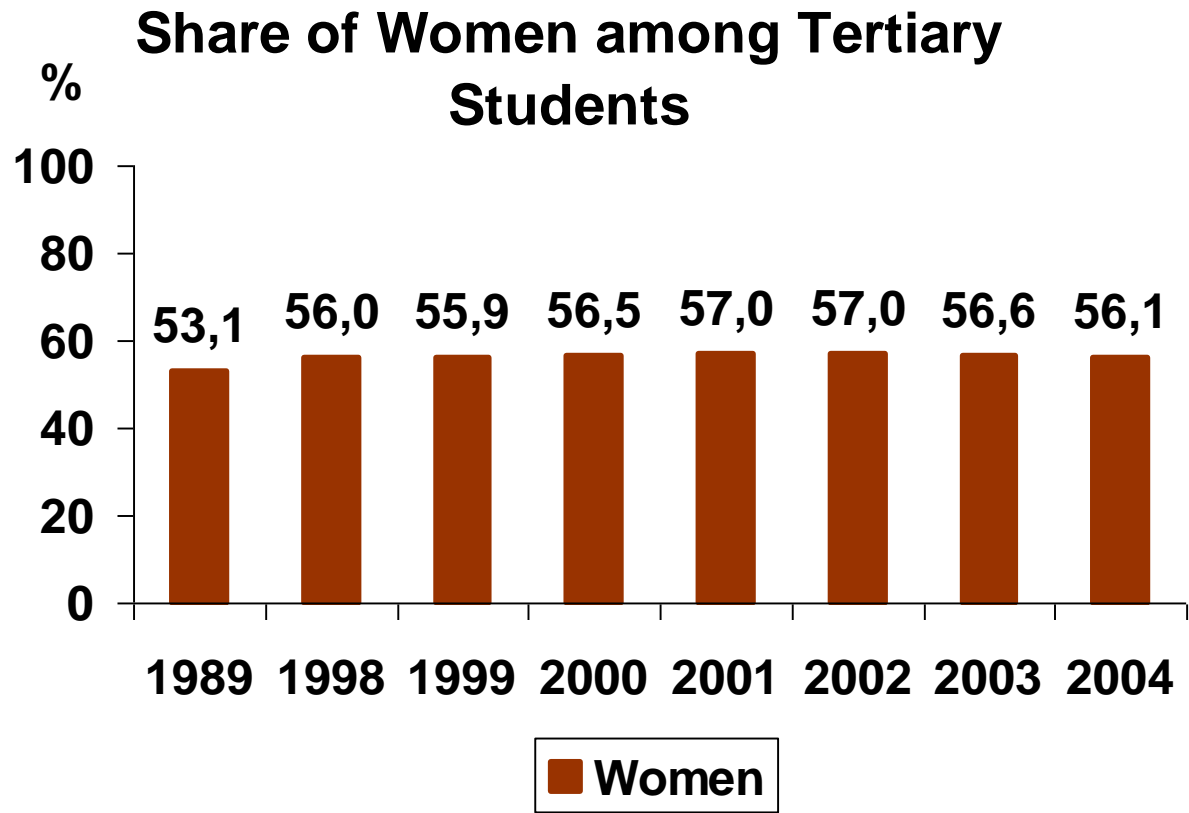
Average Gross Annual Earnings



Source: Labour Market, 2007, EUROSTAT.

Trends:

- Increasing share, in 1960-61 was 29,1% and presently is the majority
- Share of 47,8% of Ms / PhD students in 1995
- EU-25: 54,8%



Source: Students, 2007, EUROSTAT.



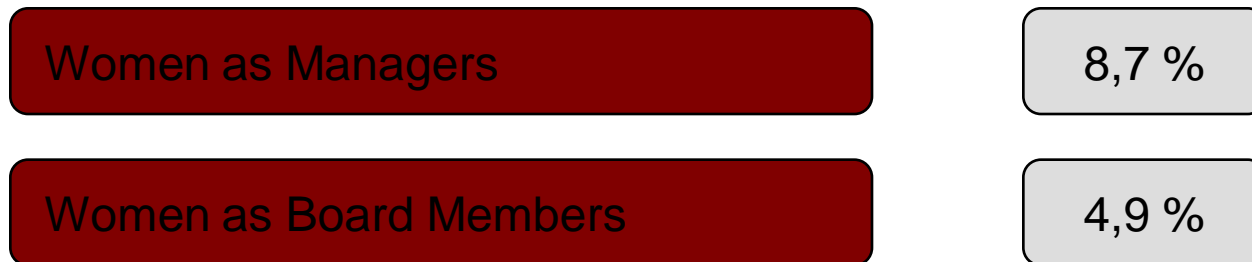
Women in leading positions:

Public Sector – Managers	37,7 %
Private Sector – General Managers	24,4 %
Private Sector – Interm. Managers	32,0 %
Private Sector – Managers Small Ent.	33,0 %

Source: Census, 2001, INE, Portugal in Survey “Women participating on political and economic decision centres in Portugal, since 1974 until 2004”, Socinova/FSCH-UNL *in printing-press.*



Survey by Socinova (FSCH-UNL) of the 50 largest companies, between 1980 and 2003:



Source: Survey “Women participating on political and economic decision centres in Portugal, since 1974 until 2004”, Socinova/FSCH-UNL *in printing-press.*



Researchers opinion:

Whitehead (2002) – leadership is equivalent to masculinity, therefore the majority of the leaders in economic organizations are men.

Lipovetsky (1997) – there's a female minority in the board of companies. This phenomena of *glass ceiling* is universal and among all the sectors.

All the authors agree that, although women have higher education and qualifications, they have lower hierarchical positions than their male peers.

Source: Survey “Women participating on political and economic decision centres in Portugal, since 1974 until 2004”, Socinova/FSCH-UNL *in printing-press*.



Survey by Socinova (FSCH-UNL) of women participating on political decision centres between 1974 and 2004 (22 governmental teams):

Prime Minister	1	4,3 %
Vice Prime Minister	0	0 %
Ministers	24	5,0 %
Secretary of State	62	7,1 %
Chief of Staff	83	17,8 %
Deputy Directors	386	51,1 %
Assistant Directors	148	51,9 %

Source: Survey “Women participating on political and economic decision centres in Portugal, since 1974 until 2004”, Socinova/FSCH-UNL *in printing-press*.



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The phenomena *Glass Ceiling* also applies to women in political decision centres.

What can be done to change the present *status quo* ?



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EWMD – Strategic Workshop

