

WORK and FAMILY
Portugal in the context of Europe

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- **Theoretical framework**
- **Data for Portugal but also for Europe**
- **Labour market participation, division of labour, fertility rates, values and gender roles.**

- **European Social Survey 2002, 2004, EB 2003**
- **National Portuguese Survey, 1999**
- **Interviews in Lisbon and Porto on family and gender division of work (just as background information)**

Social and sexual division of labour:

Class Structure

Gender relations

Culture, Ideology, values

Government policies:

Welfare-State Extended

Welfare-State Restricted

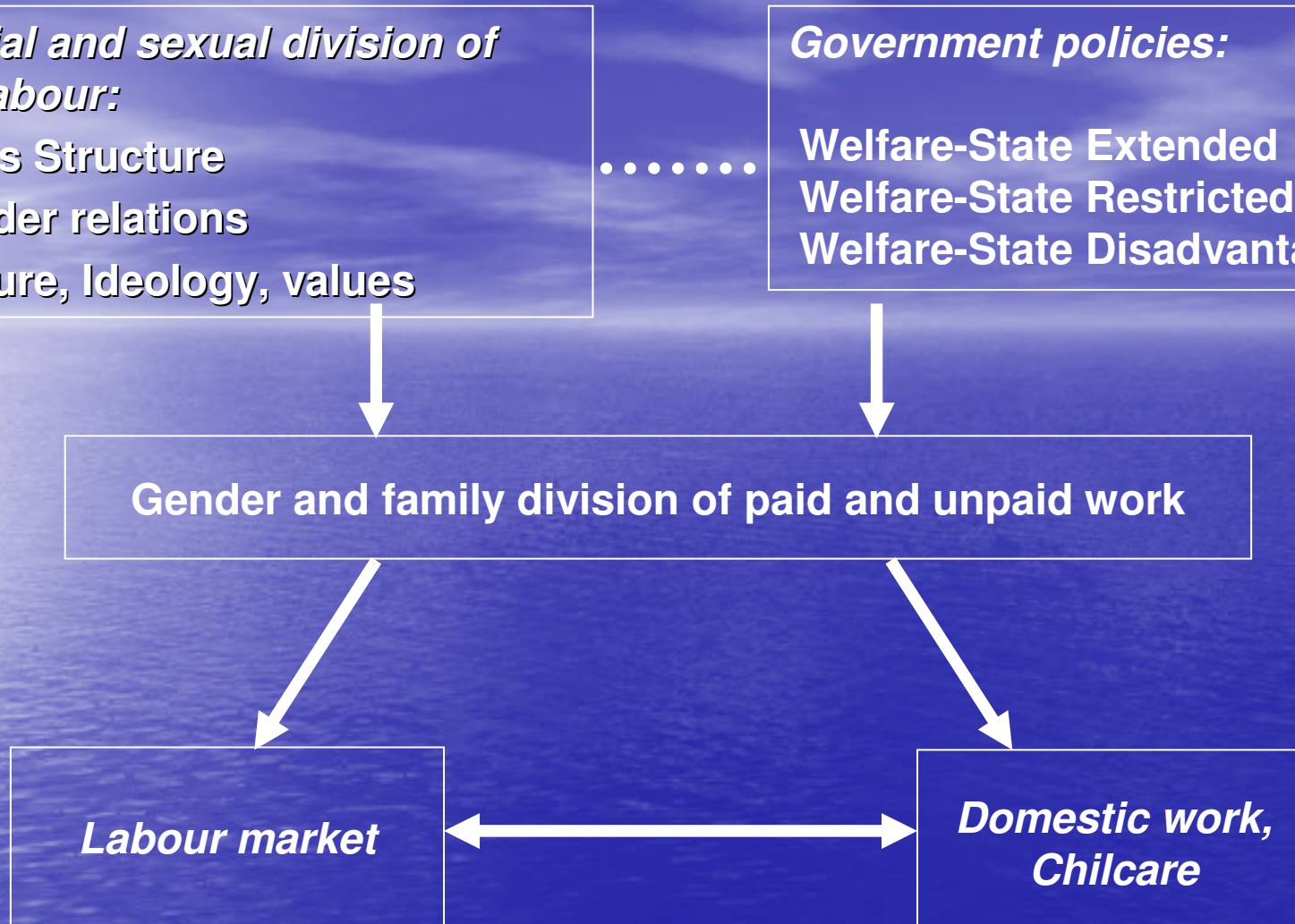
Welfare-State Disadvantaged

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Gender and family division of paid and unpaid work

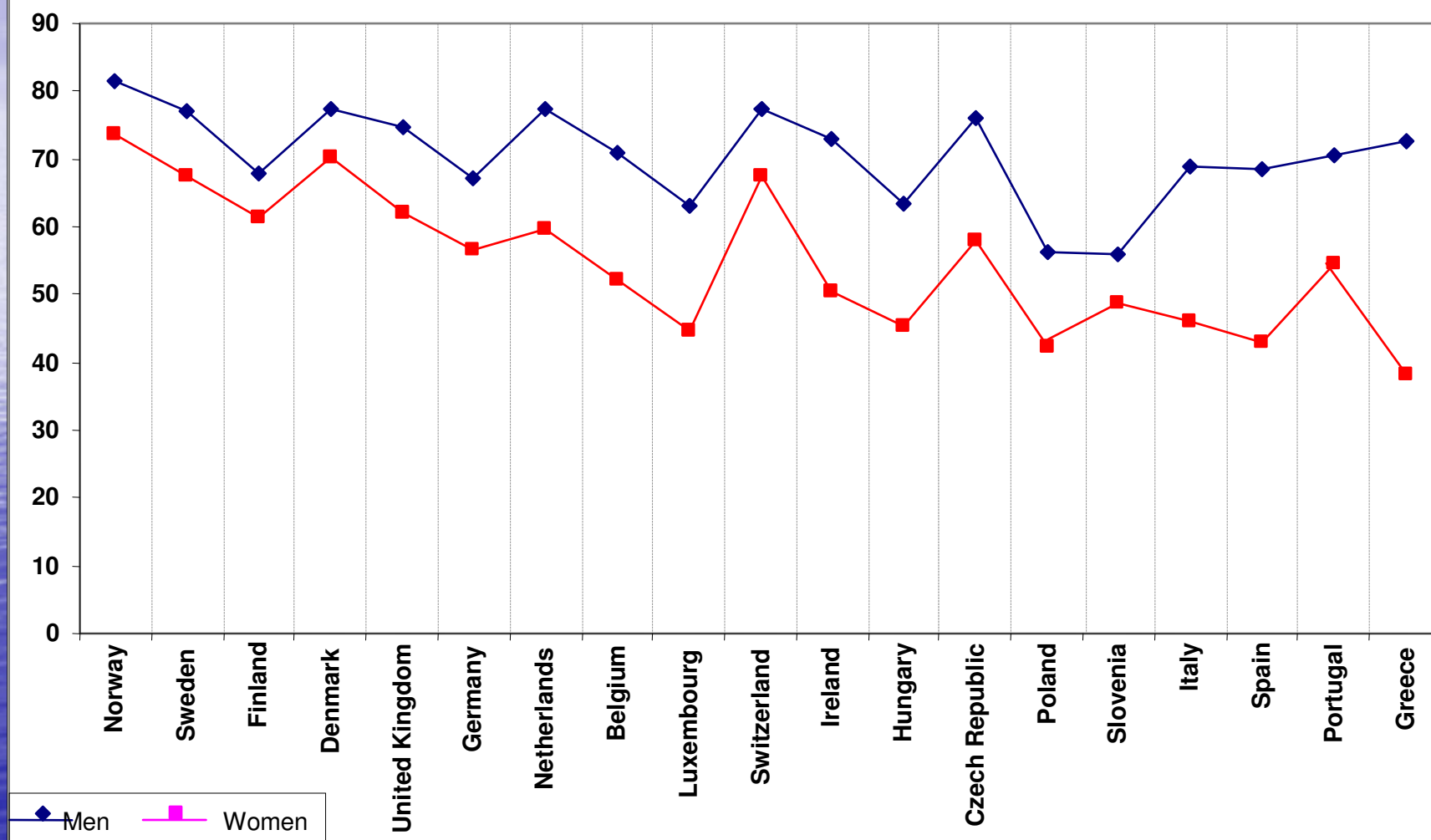
Labour market

***Domestic work,
Chilcare***



Paid work in the previous week (%)

2002



Source: ESS, round 1, 2002

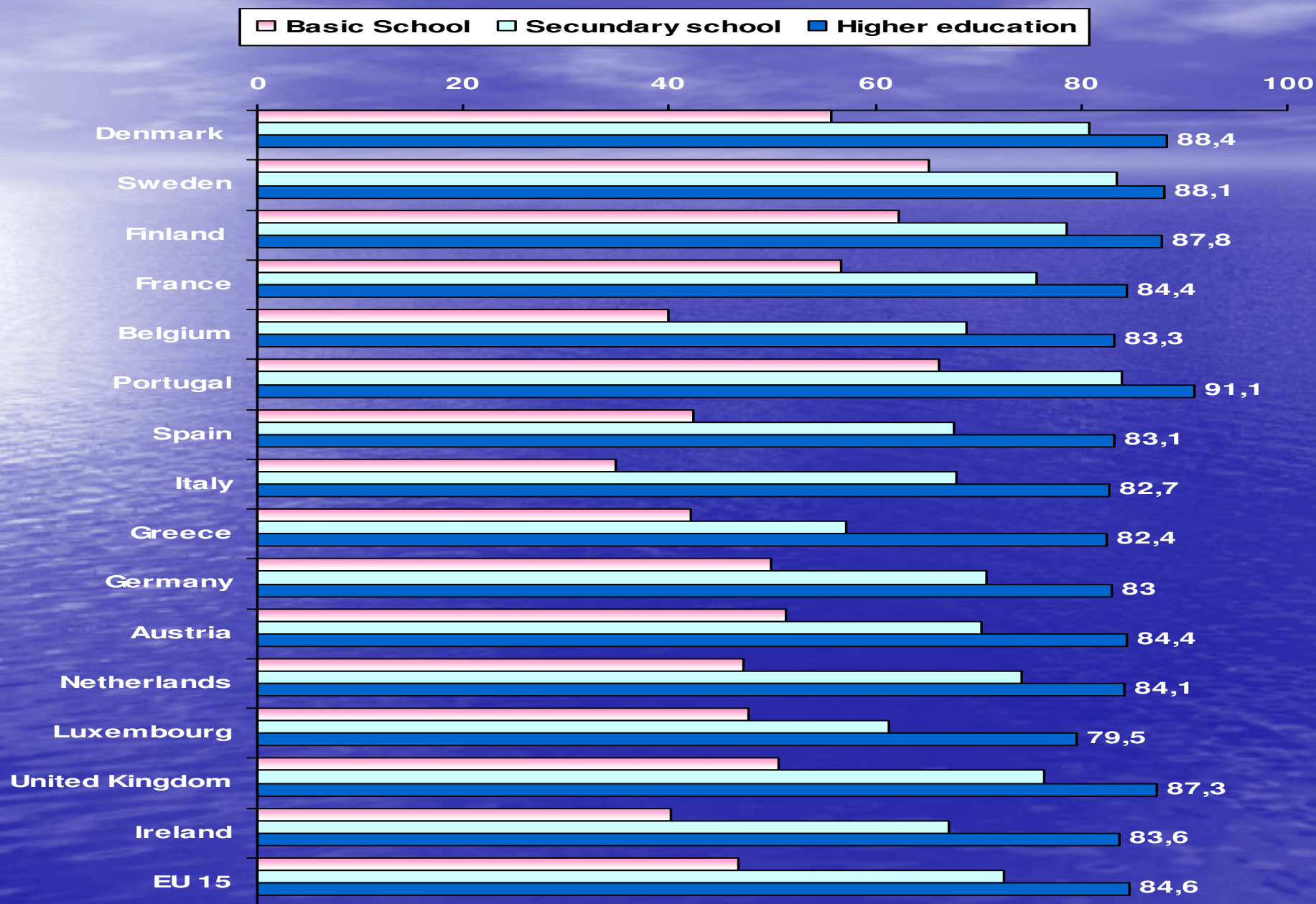
Labour market participation of men and women by type of household,
N=1267 (in percentage)

	Men	Women	Total
N	667	600	1267
Living alone	83.6	81.4	82.7
Lone parent	73.7	70.8	71.9
Living together without children	89.9	65.7	78.5
Living together with a least one child of 6 years of age or younger	95.2	66.3	77.9
Living together with at least one child	84.1	64.2	73.4
Living together with one or more children older than 6 years of age	80.2	63.1	71.5
Other situations	87.1	65.6	74.8
Total	84.3	66.0	74.5

Level of education attained by women, according to their professional status (Portugal 1999, National Survey)

<i>%</i>	Primary Education	Secondary Education	Higher Education	Total
Student	1.1	19.2	7.4	4.5
Employed	64.3	66.9	85.2	66.0
Unemployed	5.7	4.0	5.6	5.0
Looking f.f.job	0.1	-	1.8	0.2
Housewife	25.1	9.3	-	21.1
Retired	2.7	0.6	-	2.2
Other	1.0			1.0
Total	100.0	100.0	100.0	100.0

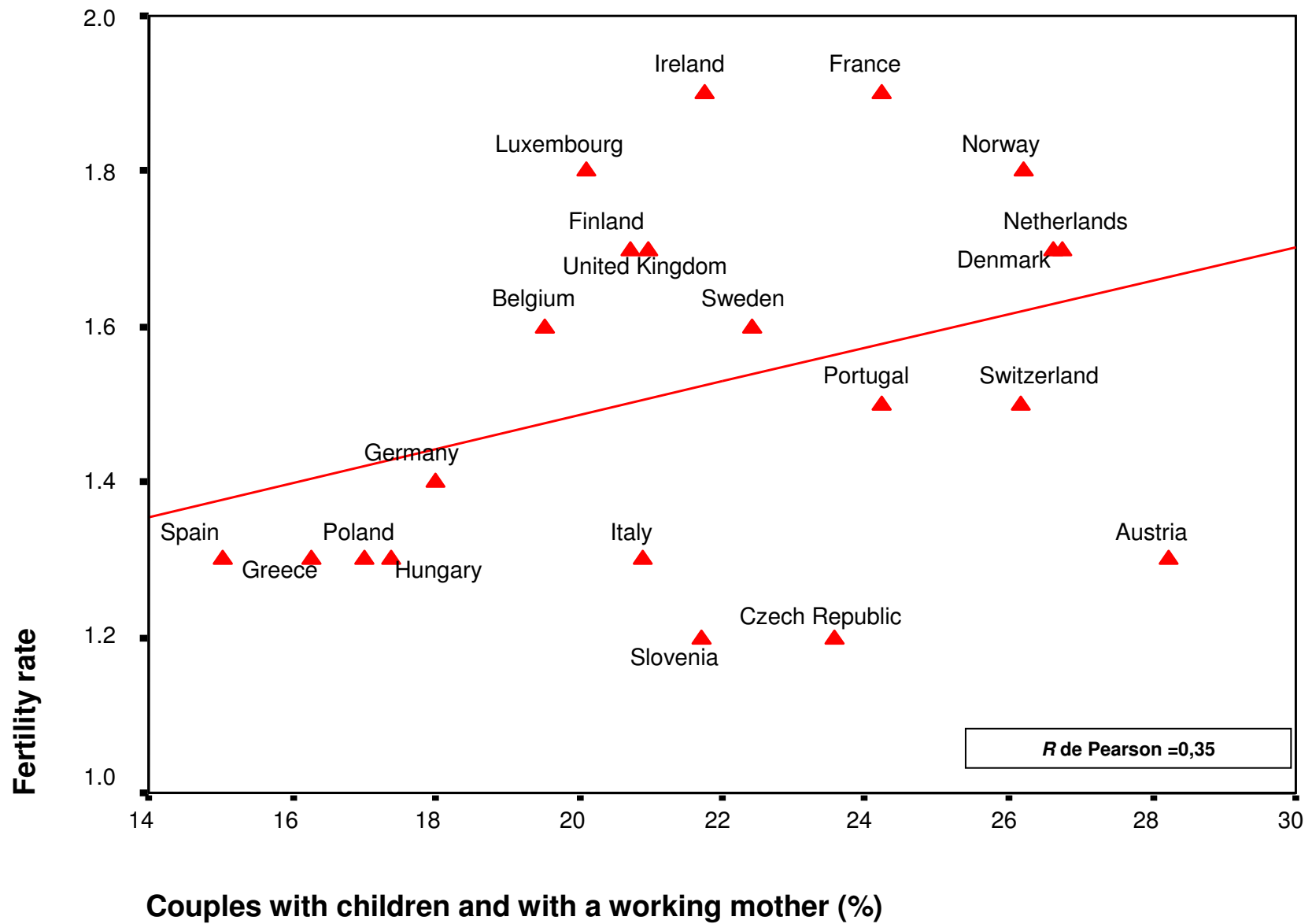
Active women, (25-64 years old), according to the level of education attained, 2002 (%)



Average number of hours spent by working men and women on a normal weekly day in different activities

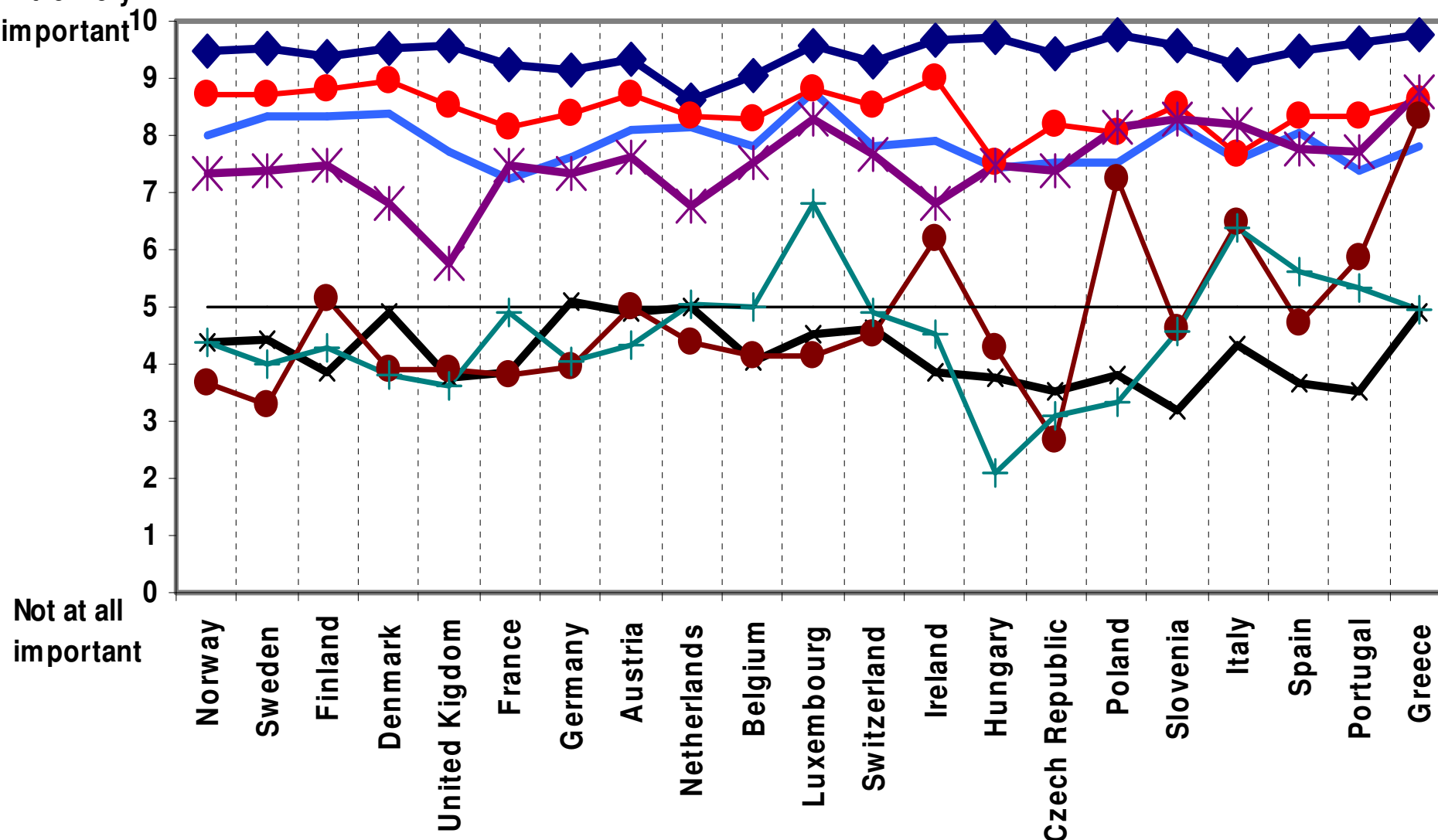
Average number of hours spent on a normal weekly day in different activities	Hours occupied by working men	Hours occupied by working women	Approximate differences (men-women)
Paid work	9.0	8.1	+0.9
Leisure and personal care	3.1	2.3	+0.8
Domestic chores, childcare and other family care	1.3	3.8	-2.5

- Portugal the growth of women's participation in the labour market – more 900 thousand women between 1980 and 2001 and only 90 thousand men.
- Globally the number of higher educated workers – men and women - is very low in Portugal. Still a very in egalitarian and dualistic society. But the participation of highly educated women in the labour market is very high. The glass ceiling effect is still there...
- Overburden of Portuguese working women. But paid work is also for them a way of resisting male domination.
- Why is Portugal different from the other southern countries in terms of women's labour market participation? It is not only poverty. The effects of colonial war (1961-1974). The length of the war and when it happened. Among other factors.



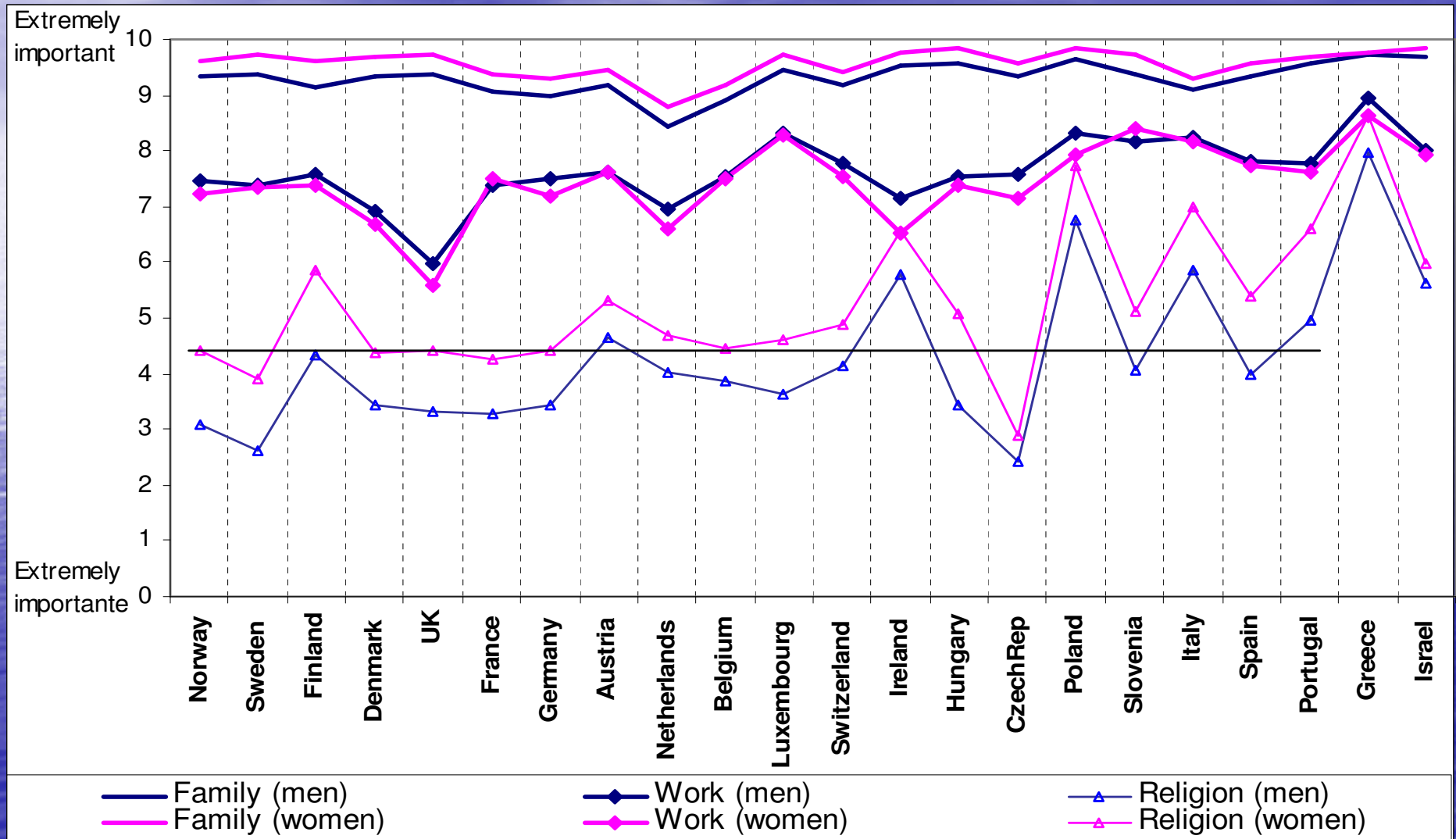
Importance attributed to each aspect in life

Extremely
important



- ◆ Family
- ✕ Politics
- + Voluntary organisations
- Friends
- * Work
- Centre of Scale
- Leisure time
- Religion

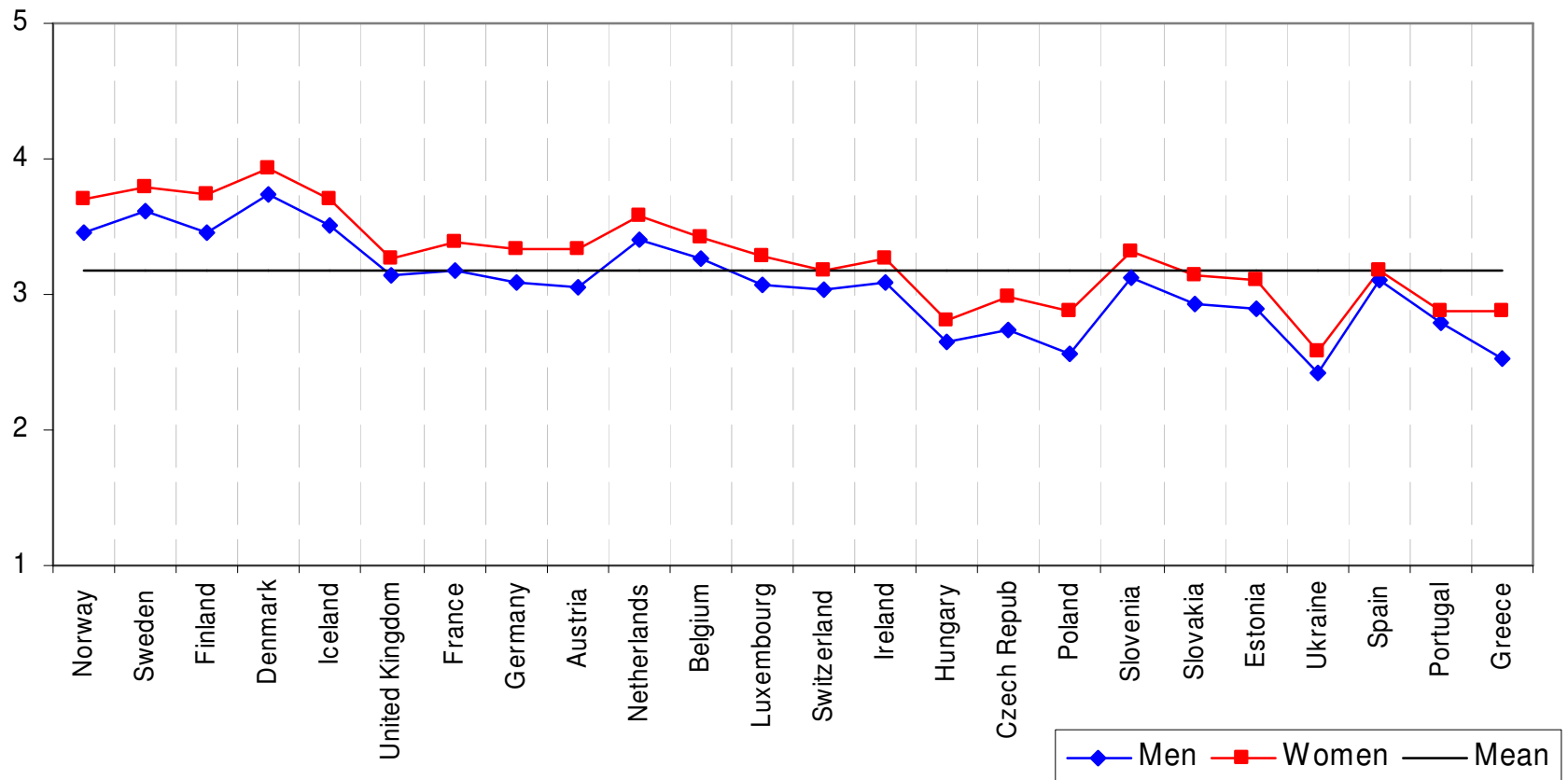
Importance attributed to family, work and religion in men and women's lives 2002



Source: ESS, round 1, 2002

Family gender roles index

2004



Source: ESS, Round 2, 2004

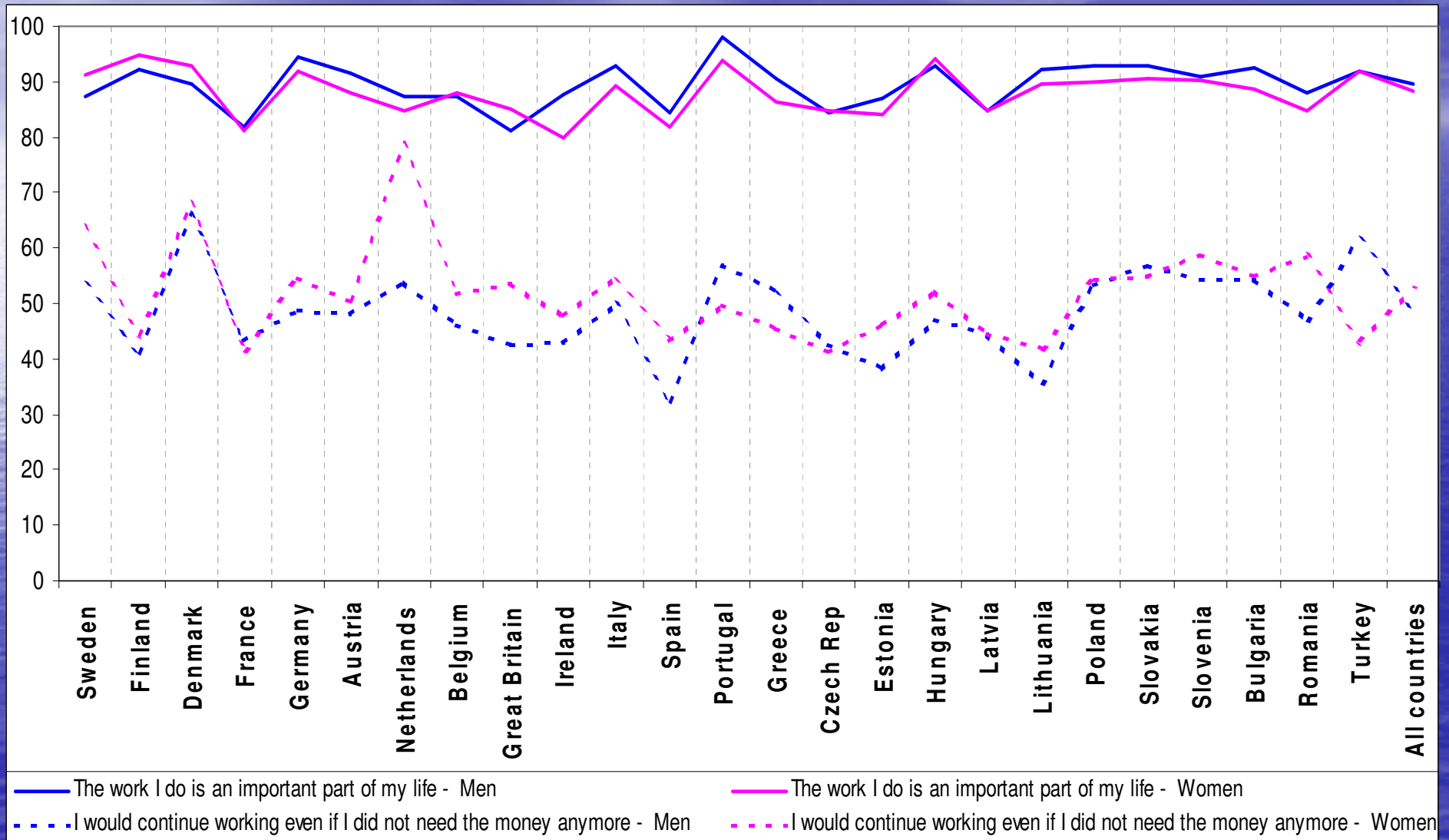
Indicators considered in the index construction:

- Women should be prepared to cut down on paid work for the sake of the family(2,68);
- Men should have more right to job then women when jobs are scarce (3,31);
- If there are children at home, parents should stay together, even if they don't get along (3.31) ;

Scale: 1 = total agreement / 5 = total disagreement

Work attachment for men and women (%)

2003



Source: EB 60.3 and CCEB 2003

Conclusions

- Portugal has a higher rate of women's participation in the labour market than the other southern countries.
- Scandinavian and Northern European women and mothers have higher labour market participation though with rates, on average, lower than men. Other countries – South and East Europe - present low figures of women and mother's activity.
- The participation of women in the labour market is not a constrain to a higher fertility rate, on the contrary, it is a factor that seems to enhance it. If both members of a couple are working (and with the interaction of other factors like social policies that favour the articulation between work and family) there are more chances for a couple to make the decision of having children.
- Female labour market participation is a *must* for higher educated women.

- Family is the main sphere of personal investment both for men and women. But what changes *within* Europe is the family models, the meanings and forms of investment in the family. The South and the East with more traditional views mainly related to family gender roles.
- Nevertheless, the importance of feelings and emotional life - family, friends, leisure - is globally stressed everywhere. And women are more modern than men especially accounting for family gender roles.
- Contradicting the stereotypes, women tend to attribute the same importance to work as men do. Work is a value in itself, making part of a feminine social identity, even in countries where there is a lower participation of women in the labour market. the discrepancies between the sexes are far narrower than the differences between countries.

- **Women want to invest in both fronts, family and work. But in the majority of the countries they have to pay a price for maintaining both investments. Overload, not having a career, guilt feelings, unfulfilled identities. Gender equality is continually at stake.**

Thank you for your attention