

Employment, Family and Community activities: A new balance for women and men

Portugal

M. Guerreiro, CIES, Centro de Investigação e Estudos de Sociologia, Lisbon

[Portuguese society, social policies and employment in household services](#)

[Household services: analysis of four municipalities in the Lisbon metropolitan area](#)

[Workers in personal and household services](#)

[Conclusions](#)

[Bibliography](#)

[Annexes](#)

The European Foundation for the Improvement of Living and Working Conditions is an autonomous body of the European Union, created to assist the formulation of future policy on social and work-related matters. Further information can be found at the Foundation's website at <http://www.eurofound.ie/>

This report is available in electronic format only and has not been submitted to the standard Foundation editorial procedures.



EUROPEAN FOUNDATION
for the Improvement of Living and Working Conditions

1. Portuguese society, social policies and employment in household services

Before analysing the relationships between employment, family and community activities in Portugal - the subject of this study - the principal social features characterising the country and the form of certain of the social processes that have brought about change must be briefly outlined.

1.1. A context of far-reaching and rapid social changes

In the last three decades, Portuguese society has undergone substantial social changes. These are connected not only to the dynamics affecting societies in general, but in particular to two important political events in the history of the country – the revolution of 25 April 1974 on the one hand, and accession to the European Union in 1986 on the other.

The former is linked to the fall of the dictatorship and the introduction of democracy, involving changes in values, expectations and life styles for the Portuguese. The latter is associated with a broad spectrum of policies and guidelines intended to bring Portugal into line with the economic and socio-cultural development of the other European societies.

1.1.1. A traditional society in the recent past

Until the 1960s, Portugal was an essentially agrarian country. Almost half the Portuguese working population was engaged in the primary sector (43.6%), with the secondary and tertiary sectors occupying 28.9% and a mere 27.5% respectively (Table 1.1). Around a third of the population still lived in the rural interior. Another feature of the Portuguese population of the time, and which is still a structural characteristic of Portuguese society, was the low level of schooling (Table 1.2). Over 30% of the Portuguese, mainly women, were illiterate, while less than 1% had attended secondary or higher education (0.8%) (Machado e Costa, 1998, p. 20).

Population movements occurred at this time linked to the search for better living conditions. On the one hand this involved people going abroad, with some European countries such as France and Germany accepting significant numbers of Portuguese emigrants. On the other, significant numbers of people were attracted to urban and industrialised centres within Portugal – the Lisbon area in particular – leading to substantial urban development and a simultaneous shifting of populations and activities to the coast.

In terms of family life, 17.1% of households in Portugal had over five persons in the 1960s, the average being 3.8 (Table 1.3). Households constituting atypical families amounted to 15.4%. The birth rate in 1960 was around 24.1%, one of the highest in Europe, with a fertility rate of 3.2. The number of children born outside marriage was 9.5%. Catholic marriages totalled 90.7%, and divorce was not a feature of Portuguese legislation. The number of working women was low, barely exceeding 13% (Table 1.4).

Analysis of the trends since the 1960s shows that Portuguese society has changed very rapidly, in certain respects at least, and currently encompasses a variety of profiles, so that in some cases it resembles the most modern societies, while in others it retains certain peculiarities or even backward features.

1.1.2. Spatial and occupational reorganisation

From the demographic point of view, the Portuguese population has stagnated after peak growth in the mid 1970s, following the return of emigrants and of the Portuguese who had lived in the former African colonies.

As for spatial occupation, the coastal strip of the country from the North to the Algarve is currently home to some 80% of the Portuguese population, almost half of whom live in the metropolitan areas of Lisbon and Oporto alone (49.3%) (Machado e Costa, 1998, pp. 18-21) .

Spatial movements have been accompanied by movements in the occupational structure. In recent decades, there has been a reorganisation and redistribution of the Portuguese working population among the different sectors of activity. The weight of the agricultural sector has fallen drastically. Industry grew to some extent until the 1980s, when it occupied 38.7% of the working population, but since then its contribution to job creation has fallen and the tertiary sector now employs most of the labour force (Table 1.1).

Data from the Labour Force Survey for 1997 indicate that some 56% of the population is employed in services, around 32% in industry and just over 13% in agriculture (European Commission, 1999, p. 161). These figures put Portugal above the European average for the volume of employment in agriculture and industry, figures for the EU as a whole being 5% and 29.4% respectively. On the other hand, the country falls below the European average for the tertiary sector, which occupies 65.6% of the working population in European Union countries as a whole (European Commission, 1999, p. 161; MTS¹, 1999, pp. 117-119).

Some authors believe that, in addition to the increase in services provided to individuals and companies through private initiatives, the introduction since 25 April 1974 of State social policies, which had previously been sorely lacking, was a major boost for the growth in employment in the tertiary sector in Portugal. These authors assert that 'although the so-called Welfare State has never been as significant in Portugal as it has in other European countries, the policies gradually put in place nationally in areas such as education, health and social security have been reflected in the creation of a great number of jobs, as can be seen from the development of professional groups such as teachers, doctors and social workers, among several others' (Machado e Costa, 1998, p. 31).

1.1.3. Rapid increase in school attendance, but lagging behind

The Portuguese situation with respect to schooling has also experienced some changes, but the system is unlikely to close the gap existing in this area in the short term. Data from the latest Population Census (1991) indicate 11% illiteracy, placing Portugal well behind its European counterparts and in the situation which some of them, such as the Scandinavian countries, were in at the end of the 19th century (Todd, 1990, p. 131 *et seq.*). In 1991, some 40% of women and 25% of men aged over 50 were illiterate in Portugal (Figure 1.1).

It should be noted, however, that this indicator has changed very significantly, schooling having increased exponentially in the past 30 years. Compulsory schooling currently involves 9 years of education. Although there are significant drop-out rates at this stage, the number of young people extending their academic career to 11 or 12 years of schooling is rising, as is the number of those at university. Of young people between the ages of 15-19, 73.8% attend

¹ *Ministério do Trabalho e da Solidariedade* - Ministry of Labour and Social Welfare

some level of education or training; the same applies to 40.5% of those in the 20-24 age group (European Commission, 1999).

An interesting phenomenon that has emerged in recent years is the increased schooling of women compared to men. Although in the over 50 age groups women have much higher illiteracy rates than men (Guerreiro e Romão, 1995), young women tend to predominate in the upper levels of secondary and higher education. Portugal also has the highest rate of feminisation of higher education in the European Union as a whole (130) (Eurostat, 1999a), a level that was even higher in 1991 (151 girls to 100 boys) (Eurostat, 1995), when the private university network was less well developed. The population censuses for that year for the 20-24 age group indicated that 67% of women had higher education qualifications as compared with 33% of men (Figure 1.2).

1.1.4. Growth of female employment

The expansion of the tertiary sector has been accompanied by a progressive increase in women's participation in the job market, which in some decades virtually doubled (Table 1.4). According to *Plano Nacional de Emprego* [National Employment Plan] data², the female participation rate had risen from 13% in 1960 to 43% in 1997 (MTS, 1999, p. 112). Calculated on the basis of the working-age population as a whole - the method used by the European Commission Employment Observatory - the female participation rate in 1997 was 63.6% as compared to an employment rate of 58.6% (European Commission, 1999).

Meanwhile, the male participation rate for the population of all ages as a whole has declined somewhat, falling from almost 64% in 1960 to 57% in 1997. The participation rate in Portugal has therefore grown overall, due in particular to female participation in working life.

As in other countries, a significant proportion of women work in services. According to the Employment Observatory mentioned above, the services sector is the most feminised in Portugal. In 1997, it had a 64.6% female employment rate, as compared to a male employment rate of 48.6%. This has confirmed the findings of several studies on the horizontal segregation of the labour market, which places women in particular sectors of employment in certain very specific occupations, especially personal services, a point raised again below.

Another peculiarity of the professional life of Portuguese women is the limited importance of part-time work. Because this situation has only recently been regulated (MTS, 1999), and also because of the low average wages prevailing in the country, Portugal is one of the European Union partners with the lowest rate of part-time work. Although it is expanding, it represented no more than 15% in 1997, the average rate of part-time work for both sexes being 9.9% (European Commission, 1999).

1.1.5. Change and diversity in family relations

Higher rates of schooling, longer academic careers and greater difficulties facing young people in finding stable employment mean that people enter adult life and form their own families later in life (Lewis, S. et al, 1999). Demographic indicators reveal that the average age at which men contract their first marriage is 28.8, while for women it is 26.2, as compared to 26.9 and 24.8 respectively in 1960.

² Calculated in relation to the total population of all ages.

The probability of marriage in Portugal is one of the highest in Europe (6.7% in 1998) (Eurostat, 1999b), and catholic marriages continue to predominate (66.5% in 1996) (Table 1.3), although the latter indicator is falling. Divorce rates, on the other hand, are rising but are much lower than the European average (1.3%).

Births have fallen drastically, the birth rate standing at 11.1% in 1996, though it appears to have risen slightly since then (11.4% in 1998) (Eurostat, 1999a). The number of children born outside marriage has continued to rise since the 1970s, reaching 20% in 1998 (Eurostat, 1999a). Single parent families do not appear to have increased substantially, while atypical family households have not fallen significantly. Many of the latter may include single parent families.

As stated above, these indicators are associated with a high percentages of women in full-time employment who do not take career breaks to take care of young children (Figure 1.3).

This appears to be a distinctive feature of contemporary Portuguese society in comparison both with the very low female participation rates in other southern European countries and with the very high percentages of part-time work for women with children in several more northern European countries (Table 1.5).

It should also be noted that men carry out very few domestic tasks in Portuguese households (Knüppel, 1995; Guerreiro and Ávila, 1998). The network of female family mutual assistance still seems to function for some Portuguese families, while others may rely on professional domestic help. In many cases, however, if kinship support does not function and if they do not have sufficient financial resources to hire services on the market, women are burdened with both professional and household work.

Finally, there has also been a growth in the elderly population (Table 1.6) and in households of older single people who need care services, which often cannot be provided by family members. The latter may be away or experiencing very busy and demanding stages of their careers and are consequently unable to cope with the needs of ageing relatives.

The data presented are intended to place Portuguese society in a European context, and in many respects they show that Portugal mirrors what happens in other countries, though with some delays, while in others, the country has specific features arising out of structural characteristics at social, economic and cultural level.

1.2. National policies

The analysis of the development of employment in household services requires some (necessarily brief) references to the development of social security in Portugal so as to characterise the social dynamics associated with the emergence of many services and activities creating jobs in this area

1.2.1. A rudimentary social security system

It must first be remembered how rudimentary the social security system was in Portugal at the time of the April 1974 revolution. The system had developed significantly from 1962 but was far from covering all social groups and situations by 1974. In particular, in most circumstances, it did not provide social security or unemployment benefit for unemployed

workers (*Comissão do Livro Branco da Segurança Social* [Social Security White Paper Committee], 1998, p. 54).

With reference to the provision of household services in particular, only in 1973 was a contributions-based scheme and the award of some social benefits defined for this occupational group, such as sickness and maternity benefits, invalidity pension, old-age pension, death benefit and survivor's pension, under Decree Law 81/73 (Santos et al, 1998, p. 69-70).

It was also in 1973, under Decree Law 484/73 of 27 September, that employed women started to benefit from an allowance to cover absence from work due to essential care for children under 3 years of age. The maximum duration of the allowance for each child was 15 days in each calendar year (Maia, 1985).

1.2.2. Expansion of the social security system after the April revolution

In its programme guidelines in Decree Law 203/74 of 15 May, immediately following the April 1974 revolution, the First Provisional Government defined the wide range of measures it proposed to adopt in the area of social policy to replace the panoply of sectoral welfare and assistance systems by a “unified social security system” (Social Security White Paper Committee, 1998, p. 55). Decree Law 217/74 established a State pension for people of over the age of 65 not covered by the social security scheme. Decree Law 411/74 of 5 September extended entitlement to social security benefits to unemployed workers – medical and health care assistance during sickness and maternity for workers and their families, family allowance and supplementary benefits - which until that time were not received by the unemployed, and in 1975 (Decree Law 169-D/75 of 31 March) the granting of unemployment benefit to unemployed employees as a whole was laid down in provisional form (Maia, 1985).

Article 63 of the 1976 Constitution of the Portuguese Republic extended social security to all citizens and established unemployment protection for Portuguese citizens for the first time.

1976 was also the year that Decree Law 112/76 of 7 February extended the period of maternity leave to 90 days.

Domestic service in particular was integrated into the general social security system in 1978, though with a special contributions-based scheme (Social Security White Paper Committee, 1998, p. 56), the law itself acknowledging that the total charges arising from the application of the general contribution rate was high³.

The way this system operated encouraged fraud, as was acknowledged later, due precisely to the affordable price of what amounted to a type of optional insurance⁴.

The decree concerned introduced changes into the legislation in force, significantly updating the respective basis for contribution, though not without providing for the need to moderate, in accordance with the principles of social welfare, the resulting charges for household budgets.

³ Decree Law 180-C/78 of 15 July.

⁴ Implementing Decree 43/82 of 22 July.

Despite the amendments introduced by this Decree, the indiscriminate use of this contribution-based scheme continued to have an impact. The way in which the law was formulated meant that it did in fact become an extremely inexpensive way of gaining access to social security provision.

This situation still has repercussions as regards declared labour within this occupational activity. It should be noted, for example, that the minimum threshold laid down for the payment social security contributions was only 20 hours per month, which in itself suggested the possibility that where the service was provided to more than one domestic group, only part of the time be declared, while the remainder would be provided informally. This situation, among many others making this activity an area with a high proportion of informal work, was in fact confirmed during the collection of empirical information for this study (European Commission, 1998, p. 2).

Thus, due to the inability to control specific labour situations and recognition of the potential for fraud in this area, the specific contribution scheme encompassing the sector does not provide entitlement to unemployment benefit for this work. This is only granted to people who contribute to the general scheme.

1.2.3. Social protection and fighting unemployment

Until the April 1974 revolution, social initiatives were related in particular to the involvement of the Church and the *Misericórdias* [charitable bodies]. These closely-linked institutions were, and still are, fundamental partners in social work in Portugal (Capucha, 1995, p. 59)

From the end of the 1970s, other types of service came into being that replaced the care usually provided by such institutions when families were not in a position to provide such care for their members.

1.2.3.1. Foster families

Without specifically aiming to create jobs in these areas, Decree Law 288/79 provided for “placement in families”, which is the temporary fostering by more suitable families of children and young people “who are underprivileged in relation to their real families”. Periodically updated monetary benefits are awarded for this purpose and the scheme is recognised as a deeply humanised means of social protection for children and young people. Law 28/84 of 14 August and Decree Law 39/91 of 10 October took up this concept, extending it to the provision of respite care for the elderly and disabled, while in 1992 another decree proposed amendments and improvements to the previous legislative provisions, reiterating that “foster care invokes the support of families and people”⁵.

1.2.3.2. Childminders and family crèches

The increasing involvement of Portuguese women in working life has given rise to the need to create childminding and care services in periods when parents are at work. Acknowledging the shortage of care facilities for children aged between 3 months and 3 years of age (crèches), calling for high expenditure on such facilities, Decree Law 158/84 of 17 May established childminders and family crèches as new forms of chargeable childcare provision within a technical framework provided by the *Centros Regionais de Segurança Social* [Regional Social Security Centres], the Lisbon *Santa Casa da Misericórdia* [a charitable institution] or private social welfare institutions providing childcare. It is surprising that it was

⁵ Decree Law 190/92 of 3 September.

felt necessary to specify that there should not be a family link between the childminder and the child.

1.2.3.3. Private and cooperative social welfare institutions

Decree Law 519-G2/79, which covers private non-profit-making social welfare institutions, also dates from the end of the 1970s, when it became necessary to create infrastructures to support families in providing care to children and the elderly due to the large numbers of women in the job market. These are considered to have the 'objective of providing social security services or provision'. Decree Law 119/83 of 25 February in turn expanded the scope of the previous legislation to other areas recognised as social needs for individuals and families. According to government authorities, the response to such needs could involve the generosity and capacity of involvement of the organised voluntary social sector.

The Decree Law of 25 February also abolished the "social welfare cooperative" as a legal form, which was no longer justified after publication of the *Código Cooperativo* [Co-operative Code]⁶, establishing the following definition to encompass the 1 570 institutions currently falling within this category:

Private social welfare institutions shall mean non-profit-making bodies, not administered by the State or by a local authority body, established by private individuals with the aim of establishing an organised platform for the moral duty of solidarity and justice for individuals, through the provision of goods and services in pursuit of the following objectives, among others: a) Support for children and young people; b) Support for the family; c) Support for social and community integration; d) Protection of citizens in old age and invalidity; ...

(Decree Law 119/83 of 25 February)

It should be noted however that a new Cooperative Code was later published which defines the social welfare cooperative sector as:

another instrument which society can use to combat poverty and social exclusion. Support is thus exercised in many areas that find a favourable response in the generosity, voluntary work and very special involvement of the cooperative sector.

(Decree Law 7/98 of 15 January)

The analysis of the above legal provisions particularly highlights the supportive and protectionist aspect of the philosophy underlying the creation of such institutions. This is also reflected in a recent Council of Ministers' Resolution concerning the "social welfare and protection networks", the objective of which is:

to achieve public recognition of the existence of and values underlying this situation, to promote the formation of a collective and responsible awareness of the different social problems dealt with, and to encourage integrated local social welfare networks.

(Council of Ministers' Resolution 197/97 of 18 November)

In providing for the existence of remuneration or allowances granted by the State to the bodies providing the services, this legislation as a whole is a reflection of the concern for

⁶ Decree Law 454/80 of 9 October.

solidarity underlying performance of the activities concerned rather than a support for job creation.

According to one of the Portuguese authors with the most experience in this area, the social responsibilities of the State must be extended in line with greater involvement and greater responsibility given to non-governmental social welfare organisations so as to:

foster the dynamics engendered in the most organised and institutionalised strata of society, but also to reinforce the bonds that link them to the State so that they could almost be called “parastatal”.
(Capucha, 1995, p. 21-22)

This author also believes that these institutions:

form or group themselves into highly professionalised, bureaucratic, structured and long established apparatus which do not always have clear boundaries in relation to the State, and which are, in addition, important components of the systems for decision-making or systems for the division of tasks that dominate and influence public policies.
(Capucha, 1995, p. 22)

On the other hand, policies initially intended for job creation did not specifically refer to the importance of household services, and some of them in particular specifically mention that certain incentives do not apply to employment in household services.

1.2.3.4. Employment policies

Policies to create employment have existed largely since 1986 – the year Portugal joined the European Union – in the wake of European Council Resolution 86/C 340/02. The urgent need to create more jobs and combat unemployment and the resultant social exclusion began to be felt in earnest in the 1980s.

Decree Law 257/86 of 27 August was particularly important and aimed ‘to increase the volume of stable employment’, with an experimental programme to support the hiring of young people under the age of 25 and long-term unemployed of over that age. Under a programme promoted by the IEFP (*Instituto de Emprego e Formação Profissional* - Employment and Vocational Training Institute), this and Decree Law 64-C/89 of 27 February exempted employers from the payment of social security contributions up to specific ceilings⁷. Around 300 jobs were supported in this way between 1990 and 1994, particularly among the young (97%) (*Observatório do Emprego e Formação Profissional* - OEFP, 1995), though the popularity of the measure has tended to decline (MTS/SESS⁸, 1996, p. 69 *et seq.*)⁹.

Employers who pay contributions at the statutory rates are excluded from the incentives, however, particularly households that contract domestic services, even where these are mainly provided by women who swell the ranks of the long-term unemployed, who form a large proportion of Portuguese unemployment as a whole.

⁷ See also Decree Law 125/91 of 21 March, Decree Law 89/95 of 6 May, and Ordinance no. 247/95 of 29 March.

⁸ *Secretaria de Estado da Segurança Social* – Secretary of State for Social Security.

⁹ Exempting companies that generate net employment from payment of taxes, such a provision may have given rise to a “renewal” of the labour force in organisations, possibly encouraging older employees to retire early.

Consideration of the potential for job creation arising from women's participation in professional life is in fact very recent in Portuguese society, as is in-depth discussion of issues relating to the reconciliation of work and family life.

The following is a brief outline of the principal job-creation programmes of recent years which are directly or indirectly related to creating services previously provided within families:

- Local Employment Initiatives (LEIs) – Referred to in various statutes (Decree Law 445/80 of 4 October, Decree Law 247/85 of 12 July, Decree Law 165/85 of 16 May and Regulatory Decree 46/86). The latter defines LEIs as private, associative or cooperative bodies which among other features have the status of companies, contribute to local development and reduce unemployment. These statutes make no specific reference to the importance of creating household services, however. Nevertheless, Ordinance no. 1019/95 of 21 August advocates measures targeting the unemployed and young first-time job seekers and measures contributing to equal opportunities between women and men in the job market. This denotes a gradual trend towards recognising new social needs, irrespective of whether they relate to underprivileged families. Data available for 1997, 1998 and 1999 (up to July) show that of the approximately 4 000 people involved in promoting the projects, one third pursue activities in areas close to those under analysis here, particularly personal and domestic services, providing food, repairs, cleaning, etc. (Tables 1.7 and 1.7A).
- Entrepreneurship (CPE¹⁰ and ACPE¹¹) – Covered by Decree Law 79-A/89 of 13 March, Ordinance no. 365/86 of 15 July, Ordinance no. 476/94 1 July and Decree Law 247/95 of 29 March, this establishes incentives for developing employment projects by creating economic and/or social activities that can be coordinated with the LEIs.
- Local Development Initiatives Programme (LDI) – Following the recommendations of the European Commission *White Paper on Growth, Competitiveness and Employment*, this is embodied in Decree Law 34/95 of 11 February. This programme is intended to stimulate and support the creation of small enterprises and activities that help to create employment and boost the economy of local communities. Specific reference is made to the objective of creating local services, particularly within the framework of social welfare for children, the elderly and the disabled.
- Micro-Enterprise Incentives Scheme (RIME¹²) – This seeks to enact measures provided for in the Local Development Initiatives Programme. Among many other activities, this very broad-based project provides for the possibility of creating locally-based and local services, defined as:

(...) activities which are geared towards improving the quality of life and are economically viable, mobilise resources and local initiatives and encourage the settlement of populations, particularly young people, and the creation of jobs, and which constitute a (particular) type of project.

(Council of Ministers' Resolution 57/95 of 18 May¹³)

¹⁰ *Criação do próprio emprego* – Self-employment.

¹¹ *Apoio à Criação do Próprio Emprego* – Support for self-employment.

¹² *Programa das Iniciativas de Desenvolvimento Local*

¹³ See also Council of Ministers' Resolution 154/96 of 17 September in this respect.

The implementation of projects related to the provision of household services is specifically provided for in this type of measure.

This was actually a very successful programme that created a significant number of small undertakings and jobs, though it was not possible to access the data so that the level of employment in the sectors covered by this study could be assessed for the country as a whole¹⁴.

- Occupational Programmes¹⁵ (OP) – Not directly intended for job creation, these programmes, referred to in Ordinances nos. 1324/93 and 247/95, form part of the range of measures taken by the Portuguese Government in recent years to combat unemployment, in partnership with other bodies. In supporting projects by various bodies, it aims to facilitate the process of getting the unemployed back into the job market and providing them with training and work experience. Where the promoters of such projects manage to create jobs, they will be able to take on some of the people trained during the project concerned. According to the activity report of the respective Committee, in 1998 these programmes covered a total of 45 409 people, mostly women, around 40% of whom found a job. Institutions providing childcare and care for the elderly are heavy users of this programme.

1.2.3.5. New coordination between support and employment

The analysis of the *Grandes Opções do Plano* [Major Planning Guidelines]¹⁶ which the current Government has sought to implement reveals a strategy that strives for greater links between social welfare and employment. This is clear in particular from the text of the *Major Planning Guidelines* for 1996 regarding the intention to create the *Rendimento Mínimo Garantido* [Minimum Guaranteed Wage]¹⁷ so as to ensure a minimum level of subsistence for all citizens, but with the need to establish a social involvement programme for all beneficiaries (Capucha, 1998).

Very clear reference is made in the text of the *Major Planning Guidelines for 1997* to the importance of creating employment related to the social needs of people and families. It contains a concern for ‘intensive sources of employment’, related to local and social needs services based on incentives for business initiatives, active employment policies and social welfare.

These aims are combined in a number of measures, encapsulated in one way or another in two significant instruments of employment policy since created: the Social Employment Market and the National Employment Plan.

- Social Employment Market¹⁸ (MSE) – This was established by Council of Ministers’ Resolution 104/96 and has the special feature of simultaneously helping to solve the problem of unemployment and meeting social needs that the market does not satisfy. This Resolution created the *Comissão para o Mercado Social de Emprego* [Committee for the

¹⁴ At local level, see Chapter 2.

¹⁵ *Programas ocupacionais* – POC.

¹⁶ Act 10-A/96 of 23 March, Act 52-B/96 of 27 December, Act 127-A/97 of 20 December and Act 87-A/98 of 31 December.

¹⁷ Created by Act 19-A of 29 June

¹⁸ *Mercado social de emprego*.

Social Employment Market], formed by a range of bodies connected to activities that could form part of this initiative¹⁹. This integrates several of the measures referred to above and gives priority to home help for dependent people, nurseries, crèches and kindergartens, security in schools and the prevention of drug addiction, continuous care units and other activities related to the environment, leisure, culture and local development.

It should be noted, however, that domestic services essential for the daily continuation of social existence are not specifically referred to here, particularly clothes cleaning and ironing services, household cleaning services and tasks related to food preparation, although within the framework of local services reference is made to the *cheque-serviço* [service voucher] scheme, which has not yet been implemented.

- National Employment Plan (PNE) – Established in 1998 (Council of Ministers' Resolution 59/98 of 6 May), this employment policy instrument currently combines and develops the vast range of measures for combating unemployment. In each of its four pillars (improving employability, developing entrepreneurship, encouraging the adaptability of workers and enterprises, strengthening equal opportunities policies), the PNE combines a range of strategies for promoting employment and training which have an impact on the economic and social development of the country, particularly in terms of improving living and working conditions and equality between men and women.

By adapting European directives to national characteristics and specific features, many of which were described in the first part of this chapter, the major emphasis is to be placed on training so as to overcome the structural shortcomings in the country, not only as regards young people but also with respect to the long-term unemployed, who form the bulk of the unemployed population in Portugal, many of them women. The *INSERJOVEM* and *REAGE* initiatives are essential in this area, and the IEFP aims to meet the needs of unemployed young people within six months and those of the adult unemployed within one year. The *ENDURANCE* initiative for developing lifelong training and the *S@ber* + Programme as a new strategy for vocational training are also significant.

Closely linked to regional and local development, the promotion of employment is another priority. Particularly important in this respect are the regional networks, territorial employment pacts and the *Programa de Desenvolvimento Cooperativo* (Cooperative Development Programme - PRODESCOOP)²⁰, which has a tax status favouring the creation of employment.

As far as modernising the organisation of work is concerned, the revision of the respective legislation is particularly important and bills regulating temporary and part-time work have been drafted.

¹⁹ Occupational Activities, LEIs, School-Workshops, Start-up Companies, Protected Employment Centres or Units, Activities falling within the Employment Service Voucher scheme, Activities carried out by social economy schemes, such as production and services co-operatives.

²⁰ Ordinance no. 52-A/99 of 22 January.

Strategies for promoting equal opportunities that cut across all lines of action of the PNE emphasise the need for a change in attitudes, the transfer of good practice favouring women's integration into a desegregated labour market and the development of professionalising skills both for women and men in household services²¹.

They also reveal the need to create more quality infrastructures and services specialising in provision of care for children, the elderly and disabled people.

Pre-school education establishments²² meanwhile are scheduled to accept around 68% of children in the corresponding age brackets, which in itself is likely to lead on the one hand to the creation of many jobs²³ and on the other to reconciling work and family life for the parents and mothers of the children concerned.

Modes of provision of care for the elderly are highly varied, depending on the degree of dependence of the elderly person, their geographic location and their economic resources. Particularly important, on the one hand, is the recently implemented but gradually expanding *Programa de Apoio Integrado a Idosos* [Elderly Persons Integrated Support Programme - PAII]²⁴, the various aspects of which include the *Serviço de Apoio Domiciliário* (Home Help Service - SAD) (MS²⁵ and MSSS²⁶, 1997), and, on the other, the innovative responses recently implemented on an experimental basis with the possibility of subsequent extension to the country as a whole. This includes a measure falling within the regional employment plan for the Alentejo, a region with very high female unemployment (68.5% of total unemployment in the region) and with a rather ageing population. This is the AJUDA [help] network, created by Ordinance no. 250/99 of 8 April. This programme includes a training component for providers of household services, to be provided in the home or in establishments for children and the elderly, and provides trainees with the opportunity to obtain support for creating their own company and providing mobile services. Faced with a list of ageing clients who previously had to seek support from their neighbourhood network, the competent official services will grant the financial support necessary for trainees to set up in activity.

²¹ Within the framework of the activities pursued by the CITE-*Comissão para a Igualdade no Trabalho e no Emprego* [Commission for Equality at Work and in Employment], the *Técnicas de Apoio à Vida Familiar* [Household Techniques] training programme is being prepared, covering areas related to various aspects of work in the domestic setting (maintenance, repairs and cleaning of the home and clothing, domestic management, childcare and care of the elderly, food preparation). The target public will include the unemployed population of both sexes and all age ranges. This programme consists of a series of modular units that can be capitalised and integrated flexibly into other training of a similar level included in the vocational training programmes officially recognised in Portugal.

²² Following the principles laid down in the *Lei de bases do sistema educativo* [Basic Law on the Education System] and pursuant to the *Lei Quadro da Educação Pré-Escolar* [Framework Law for Pre-School Education] (Act 5/97 of 10 February) so as to make access to Basic Education, which only covered 56% of children in the 3-5 years of age group in 1996, available to everyone.

²³ A rough calculation based on the worker/child ratio, taking the number of 45 000 children potentially involved as a reference, concludes that 5 400 jobs could be created – 1 800 nursery school teachers and 3 600 school helpers. This figure could also be increased by the number corresponding to all the workers responsible for the logistics of the establishments, calculated at another 3 600 approximately.

²⁴ Created by Joint Order of 1 July 1994 between the Ministries of Health, Employment and Social Security, its effective operation seems to date in particular from 1996. See Joint Order of 4 July 1996 between the Ministries of Health and Social Security and Support, which rules that 25% of the net results obtained from the JOKER by the Lisbon *Santa Casa da Misericórdia* should be allocated to this programme.

²⁵ *Ministério da Saúde* - Ministry of Health.

²⁶ *Ministério da Solidariedade e da Seguranga Social* - Ministry of Social Welfare and Social Security.

An innovative feature of this programme is that domiciliary care for the elderly is no longer considered merely from the point of view of social work aimed at financially underprivileged people. The authorities are in fact realising that families with financial resources also have nowhere to go to obtain such care. It is therefore envisaged that there will be a schedule of social security cofunding proportionate to the financial resources of the families and people concerned so that the service can be provided to everyone.

1.3. Household services and employment

The social changes outlined in the first part of this report, occurring in Portuguese society at the level of household dynamics and the male and female roles in particular, have been reflected in the way a range of anthroponomic production tasks are carried out (Bertaux, 1977)²⁷, a phenomenon well-known in other societies. Such tasks, which previously took place almost exclusively within the family setting, are tending to be externalised and carried out in other areas of society.

This phenomenon has in turn generated various social changes such as those allied to new forms of social welfare beyond that traditionally arising out of kinship, and to new professional occupations.

Reference was made in the previous points to the great changes in the socio-professional composition of the Portuguese population. On the one hand, these changes involve the emergence of new occupations for performing previously non-professionalised tasks that took place on an unpaid basis within the family, and on the other the feminisation of the working population, with many women who had entered the job market in the meantime being channelled into these new professionalised household services. Brief reference was also made to the organisational forms of social welfare external to family relationships in Portugal, within the framework of the forms produced by the welfare State and what are usually called non-governmental organisations (NGO) or the non-profit sector.

The analysis will now focus more specifically on the development of employment in Portugal in household services, both those taking place within the context of State and non-governmental non-profit-making institutions and in private profit-making institutions, provided paid work is involved.

The range of activities and services potentially involved and the organisational contexts external to the domestic group in which they take place will therefore first be listed, following which the dynamics of the employment generated in this area will be described.

1.3.1. Family needs and services meeting them

Social relationships and thus family compositions obviously change. Similarly the same household undergoes various changes in line with the life-cycle of its members, and these changes are associated with different needs. Such needs also change over time, however, as social processes occur and impose new life styles, in the same way that the form of meeting them changes.

²⁷ The author takes anthroponomic production to be the range of activities necessary for the physical and cultural reproduction of human existence.

Against this background, the following Table summarises the principal needs structuring the life of families in their different stages and shows the various services available to meet these needs outside the family setting:

Table 1.3.A: *Family needs and services*

| NEEDS | | SERVICES |
|---------------------|----------------|---|
| Food | | Restaurants; Pastry Shops; Bars; Canteens; Fast Food Outlets; Meals-on-Wheels; Cafeterias; Professionalised domestic services. |
| Housing | Cleaning | Professionalised domestic services; Cleaning services (companies). |
| | Maintenance | Sundry repair services; Security; Gardening; Pet care. |
| Clothes | Domestic | Professionalised domestic services; Laundries and ironing services (shops and in the home); Needlework (shops and in the home). |
| | Clothing | Professionalised domestic services; Laundries and ironing (shops and in the home); Needlework (shops and in the home). |
| Personal care | Children | Professionalised domestic services; Baby-sitting; Childminders; Crèches; Nurseries; Play schools; Transport; Organisation of parties. |
| | The elderly | Professionalised domestic services; Day centres; Nursing homes; Residential homes for the elderly; Home help; Tele-alarm; Nursing; Transport. |
| | The disabled | Professionalised domestic services; Therapy and nursing; Occupational and rehabilitation centres; Transport. |
| Domestic management | Shopping | Professionalised domestic services; Telephone and computer purchasing centres; Home deliveries; Frozen foods. |
| | Administration | Accounting and management services |

In some cases, these are more traditional services, while in others they are recent or even virtually unknown, though they have strong future potential. Some target limited segments of the population with greater financial power, while others are more generalised. The demand for many of them is increasing, sometimes outstripping supply, while others are a hang-over from our society of the past. Still others have re-adapted to the new needs of family life at the turn of the century, and these will be analysed below.

1.3.2. Social forms of household services

Household services may be provided by a wide range of organisational forms involving bodies with different legal statuses, depending on the type of service to be provided.

Analysing only those services that form the subject of this study – childcare, care for the elderly and cleaning – these can be grouped as follows:

Table 1.3.B: *Social forms of household services*

| Service | Status | Institutional | Individual |
|----------------------|---------------|---|---|
| Childcare | | <ul style="list-style-type: none"> - State (Formal) - Company (Mainly formal) - 3rd sector (Formal) | <ul style="list-style-type: none"> - Domestic staff (Mainly formal) - Childminders in the family home (Formal and informal) - Childminders in own home (Formal and informal) - Baby-sitters (Mainly informal) |
| Care for the elderly | | <ul style="list-style-type: none"> - State (Formal) - Company (Formal and informal) - 3rd sector (Formal) | <ul style="list-style-type: none"> - Domestic staff (Formal and informal) - Home help (Mainly informal) - Female companion (Mainly informal) - Male/female nurses (Mainly formal) |
| Cleaning | | <ul style="list-style-type: none"> - Company (Formal and informal) | <ul style="list-style-type: none"> - Domestic staff (Mainly informal) |

With the exception of the services provided by State or non-profit-making institutions (in which private social welfare institutions, the *Misericórdias* and other church associations are particularly important (Capucha, 1995)), whose activity takes place on a formal basis, the social forms of services provision may involve strong components of informal work, though in differing degrees. Informal work mainly occurs in services provided on an individual basis and in those that do not involve personal care, as in the cleaning sector. In providing personal care, informal work seems to be better established in less permanent activities such as those provided by baby-sitters, female companions and home helps providing care for the elderly, mainly if such care is provided at night or in specific periods.

Another relevant factor is that the work is more regulated by contractual agreements in State and non-profit-making institutions, though compared to the latter the former is only responsible for a limited number of jobs in these areas. Examples of good practice are more common in public establishments, not only from the point of view of users but also in terms of the conditions provided for the respective workers.

Services provided on an individual basis, particularly those that do not represent full-time work, mostly seem to be informal activities supplementing income from a first job pursued on a formal basis and ensuring the social security contributions necessary to obtain the respective welfare benefits, i.e., sickness and unemployment benefit, State pension and family allowance, among others.

1.3.3. The weight of the different sectors

Table 1.8 shows the breakdown of services provided at institutional level and the weight of State institutions compared to other providers. These data clearly indicate that the proportion of situations in which the State provides the services on its own is low, never exceeding 10%. On its own, the State only provides a more significant proportion of services (around 30%) with respect to residential homes for the elderly (even then, a minority), which in fact embraces an insignificant community of users – 400 – compared to the elderly who require care, as can be seen from Tables 1.9 and 1.10.

In partnership with the State it is the non-governmental social welfare organisations as a whole that mostly provide childcare and care for the elderly, generally covering around 90% of existing provision. In 1996 this involved some 180 000 children and 75 000 elderly people²⁸.

The supply of crèches is excluded, however. In Portugal, there is a somewhat widespread ideology deeply entrenched at institutional and technical level that children under 3 years of age should be cared for exclusively by the family (Guerreiro, 1997). This has influenced policies on the provision of facilities for children in this age bracket. On its own, or in partnership, the State only provides this service for 4247 children²⁹, whilst there are over 300 000 children of this age in Portugal (INE³⁰, 1996).

Private companies provide this service to over half the children under 3 years of age whose families use crèches (4 962)³¹, yet, even so, the coverage is very low when set against the above data. The latter show that Portuguese mothers have one of the highest rates of professional activity in Europe without interrupting their work when their children are young (Figure 1.3). The use of childminders, often on an informal basis, has helped to resolve this problem of a scarcity of crèches.

When not provided by individual workers, however, cleaning services, particularly domestic cleaning, are essentially provided by companies, though supply does not appear to equate to family needs.

1.3.4. The development of employment in household services

The numerous situations identified in the provision of domestic services are reflected in different ways in the statistics analysed below. On the one hand, certain activities are tending to decline while others are developing positively and rapidly. On the other, the appearance of new activities and new occupations and the decline in others over recent decades has led to frequent changes in official classifications which often prevent chronological comparisons, a task which becomes all the more difficult where a more detailed breakdown of statistical series is sought.

Many statistical sources were therefore consulted so as to confirm whether trends recorded in some were also recorded in others, although very disparate methods of collecting information were involved.

1.3.4.1. Personal and domestic services according to the Censuses and Labour Force Survey
The first analysis in this chapter relates to data obtained from the National Statistics Institute³² arising from the Censuses and the Labour Force Survey. The highest level of breakdown achieved for 1998 was three digits, and it became difficult to obtain statistics concerning the occupations under analysis with this breakdown for years prior to 1991. The comparison has therefore been drawn between data from the last General Population Census (1991) and those

²⁸ 1996 Social Security statistics.

²⁹ Social Security statistics, *Instituto de Gestão Financeira da Segurança Social* [Social Security Financial Management Institute]- IGFSS, 1996.

³⁰ *Instituto Nacional de Estatística (INE)* – National Statistics Institute

³¹ Idem.

³² *INE - Instituto Nacional de Estatística*

from the 1998 Labour Force Survey for personal and domestic service occupations (Tables 1.11, 1.12, 1.13 and 1.14).

This group of occupations has increased considerably in recent years, rising from 562 000 workers in 1991 to 706 000 in 1998. Two of the occupations (workers in domestic services and other cleaning services with 263 000 professionals; cooks, waiting staff and other restaurant workers with 190 000), represent over half the occupations included here. Thirdly, in order of size, come childminders, home helps and allied workers, with close to 90 000 professionals.

On the other hand, certain professions have declined in importance or stabilised, as is the case of caretakers and porters with a fall of 20 000 workers, nurses, who fell from 29 600 to just over 20,000, and nursery school teachers, who confusingly appear to have stabilised at around 15 000.

The weight of these professions as a whole in total employment in Portugal has been growing and currently represents around 15% of the total labour force (Table 1.12). The proportion of the total employed population in the two largest occupational sub-groups - household services and cleaning workers on the one hand and cooks and other restaurant employees on the other - is 5.6% and 4% respectively.

In terms of gender division, this is a highly feminised sector, involving 575 000 women and 130 000 men. Of total employment in the country in 1998, these figures represented 27% of the female employed population but only 5% of the male employed population. This imbalance is growing. Except for the caretakers and porters sub-group, though even this is mostly female (54.1% women compared to 45.9% men), all the sub-groups experienced an increase in female numbers while some of them were entirely feminised, such as nursery school teachers.

Table 1.13 shows that the gap between the overall volume of male and female employment is narrowing. In 1991, men represented 60% of the labour force while women represented 40%, compared to current figures of 55.5% and 44.5% respectively.

Besides these occupations, there is another group, which includes providers of personal and domestic services in the area of maintenance, though only a minority provide services to households, mostly on an informal basis alongside a formal job (Table 1.15). These are heavily male professions, contrary to the previous ones, and in total represented 4% of employment in 1998.

1.3.4.2. Staff of companies according to MTS³³ statistics

The statistics obtained from this source did not allow an analysis dating further back than 1993, due to various changes in the nomenclature of classifications. In addition, it is not possible to obtain data on domestic service workers from this statistical source since households are not obliged to declare the people they employ.

The development of the volume of labour in pre-school education establishments, washing and cleaning of textiles and hides and minor repairs (Table 1.16) has therefore been analysed. The data relating to workers employed in providing meals were only available for 1997.

³³ *Ministério do Trabalho e da Solidariedade* - Ministry of Labour and Social Welfare.

As regards education staff, there has been a positive numerical development on the one hand, which is understandable in view of the above-mentioned recent expansion in pre-school education, while, on the other, this area of employment has also recorded an increase in the level of feminisation.

The same trend occurs in the total numbers of people employed in social work. Although the number of men and women has increased numerically, the relative weight of men in this activity has fallen (from 13.5% to 9.8%), while that of women has risen (from 86.5% to 90.2%).

Repair services form part of the occupations whose numbers are falling heavily, particularly in the area of electrical equipment. Oddly enough, the proportion of women employed is increasing in this area, as it is in clock, watch and jewellery repairs. In this sub-group as a whole the proportion of 86.5% men and 13.5% women in 1993 had changed to 81.2% and 18.8% respectively in 1997.

Laundries in turn have expanded significantly, bearing witness to the need felt by families to outsource tasks previously carried out within the household, either by members of the family, particularly females, or by internal domestic employees, a situation which was very common for middle and upper middle class families until the late 1960s.

1.3.4.3. Workers in personal and domestic services according to Department of Social Security³⁴ statistics

The trend for the number of workers in personal and domestic services can be analysed on the basis of social security statistics (Tables 1.17 and 1.18). These figures change significantly from year to year, which could suggest either interruptions in employment or interruptions in the payment of the respective contributions. Whatever the case, taking all due analytical precautions, in the last 20 years this occupational sub-group has maintained a labour force of some 200 000, a figure that on the whole approximates the INE data, although the occupational categories included in the latter are not fully equivalent.

Once again, these are occupations with a strong female component, but interestingly the proportion of men is increasing. From the early 1980s, when data began to be specified by gender, to the present, the proportion of women has decreased: from 84.1% in 1983 to 75.2% in 1996.

The domestic personnel sub-group in turn is almost completely feminised, with 98.4% women in 1996 out of a total of 134 903.

Over the last 20 years, there has been a slightly decreasing trend in the number of employees in this sector, though with exceptions such as the rise of 9 200 from 1995 to 1996. It should also be borne in mind that part of the domestic personnel are included in the wider group if they have opted for the general contribution scheme so as to be able to benefit from all provisions, particularly unemployment benefit - which is not covered in the special domestic work scheme.

³⁴ *Segurança Social*

1.3.4.4 Workers in establishments providing childcare and care for the elderly according to Department of Social Security statistics

The development of employment provided by care services for children and the elderly can also be analysed on the basis of Department of Social Security statistics (Tables 1.9 and 1.10). In the area of children and young people, the number of workers has almost tripled. The total of around 10 500 in 1980 has increased to around 30 700, a figure which is tending to rise. This is indicated not only by potential users on waiting lists, numbering some 24 000, but also by the social policies themselves, as stated above, particularly with respect to crèche and kindergarten workers.

Even more than those geared towards children, services for the elderly have experienced an exponential growth in the number of workers since the 1980s, which has risen five-fold. From approximately 4 000 workers 20 years ago, establishments providing care for the elderly now employ around 20 000 people. The waiting list of potential users is substantial: 27 932, a third of current capacity.

If a lower level of analysis is used, however, and if consideration is given only to figures for nursing homes, which are normally used when there is already a serious level of incapacity and dependence, rather than the figures that include day centres, which provide support for many elderly people with some degree of independence, then these figures are even more significant: this service is currently provided to 37 800 elderly people and there is a waiting list of around 26 000, which indicates the need to create a great many jobs.

The following chapters will deal with needs felt at local level and the conditions in which these professional activities are developed.

2. Household services: analysis of four municipalities in the Lisbon metropolitan area

According to local social needs, household services take on different forms with respect to the type of activities performed and the bodies providing them. An empirical study was therefore made of two places with distinct characteristics so as to analyse the provision of services ensured by various activities related to the management of everyday family life. Bearing in mind this criterion and at the same time the number of residents covered – approximately 300 000 – four municipalities in the Lisbon metropolitan area were selected. These were the municipalities of Cascais and Oeiras, with similarities in terms of the sociographic characteristics of the resident population and the type of supply and demand for services, and the municipalities of Loures and Vila Franca de Xira, which also have some common aspects that differ from the other two, as will be seen below.

Using a range of documentary and statistical sources, these two localities – Place A (Cascais and Oeiras) and Place B (Loures and Vila Franca de Xira) - will be characterised from the point of view of employment in household services. The difficulty in obtaining statistical data broken down at municipality level led to the use of a multiplicity of sources that would complement each other. Although without providing comparisons between them, data from the *Direcção Geral de Segurança Social* [Directorate General of the Department of Social Security], the *Departamento de Estudos, Planeamento e Prospecção* [Research, Planning and Advancement Bureau] and the MTS *Departamento de Estatística* [Statistics Department] have been used, plus data from the *Instituto de Emprego e Formação Profissional* [Employment and Vocational Training Institute].

Greater difficulties were encountered in collating information on employers connected to domestic services, since no organised information is available on this area. The only solution was to use local telephone directories to assess their weight within the range of household services.

2.1. Socio-economic characterisation of the municipalities of Cascais, Oeiras, Loures and Vila Franca de Xira

The municipality of Vila Franca de Xira, divided into 11 parishes, lies to the north of Lisbon in an area adjoining the municipality of Loures. The eastern part of the geographical area occupied by Loures adjoins the municipality of Vila Franca de Xira and is situated immediately to the north of Lisbon. This municipality is divided into 25 parishes. The municipality of Oeiras borders the western area of the municipality of Lisbon and is situated between the latter and Cascais. Oeiras has nine parishes while Cascais has six. Both have a significant number of beaches that attract large numbers of tourists.

Certain specific features in the historical development of these municipalities will help to characterise them. In Loures, for example, the heavy industrialisation beginning in the 1940s brought with it a significant network of facilities and infrastructures served by roads and railways. Thus, from the 1950s, there was a great increase in population due to migratory flows from the interior and a decline in emigration. The geographic location of this municipality, with easy access to the capital, attracted many families with jobs in Lisbon. One of the consequences of this sudden growth was disorganised and unauthorised building, since the existing housing stock could not meet such great demand. Thus, despite retaining some

vestiges of rural features, the municipality of Loures is currently one of the largest dormitory areas adjoining the capital.

The municipality of Vila Franca de Xira combines urban characteristics with some rural features. The agricultural sector is the most important of any of the municipalities studied. Loures resembles it most, though agricultural activities in the latter are carried out mainly on family holdings, hence the lack of official statistics.

A distinctive feature separating the two areas studied is the importance of tourism, particularly in Cascais, which marks this municipality out in the tourist sector even at national level. INE statistics for 1996 record 45 hotel establishments with a total of 3 221 rooms and a capacity for 7 343 guests, numbers which are only exceeded by Lisbon (Garcia, 1998:17).

Other relevant figures indicate that there are some 300 000 casual residents per year in this municipality of around 200 000 residents. Tourism is based therefore not only from national and international tourists, but also on the large contingent of casual tourist users, i.e., regular and sporadic visitors. The considerable weight of tourism in the economic activities of Cascais as a whole also defines the type of services provided, with strong expansion being recorded in the tourist trade, particularly restaurant and leisure services.

As to the distribution of the working population by sector of activity, the tertiary sector is well out in front (Table 2.1). Between 1960 and 1991, these four municipalities developed along similar lines, which generally reflected the development occurring for the country as a whole. In three decades, the primary sector has experienced a drastic decline while the tertiary sector has expanded exponentially. This development was even more drastic in the municipalities of Cascais and Oeiras, occupying 75% and 77.1% respectively of all working residents. Despite experiencing the same general trends, the municipality of Vila Franca de Xira has the largest secondary sector in comparison with the others. In 1991, employment in activities connected to industry amounted to 41.2%, compared to 57.2% in services and 1.6% in agriculture.

The massive influx of women onto the job market between the 1960s and 1990s was reflected strongly in the four municipalities and has affected the tertiary sector in particular. The proportion of working women in the municipalities of Cascais and Oeiras amounted to around 20% in 1960, compared to 44.2% and 45.5% respectively in 1991. In the municipalities of Loures and Vila Franca de Xira, the weight of women in the total employed population rose by approximately 15% to 42.2% in the former and 39.7% in the latter.

The increase in the number of women on the job market is also reflected in the increase in unemployment. According to the 1991 censuses, female unemployment was the major factor responsible for increasing the total number of unemployed. The number of working women without a job exceeded the number of unemployed men in the four municipalities, this discrepancy being more significant in Loures and Vila Franca de Xira than in Cascais and Oeiras (Tables 2.2 and 2.3).

A more detailed analysis of figures regarding the development of the resident population between 1960 and 1998 (Table 2.4) highlights the significant increase in the number of residents in the municipality of Loures compared to the municipality of Oeiras – a growth of 243.6% and 69.7% respectively. One of the reasons for the limited increase in the number of residents in the latter is the fact that Amadora, until then a heavily populated parish of Oeiras, became a municipality at the end of the 1970s. In absolute terms, Loures stands out from the

other municipalities in terms of the number of residents, with more than twice the population of the others.

An analysis of the age composition of the population of the four municipalities highlights certain changes common to all of them, mainly with respect to the general ageing of the resident population and the decreasing presence of younger segments. It should be pointed out, however, that in relative terms the municipalities of Cascais and Oeiras had a greater number of ageing residents than the others (Tables 2.5 to 2.8).

In the municipality of Oeiras, there was a substantial increase in the number of residents aged 65 or over: from 5.7% in 1960, this age group rose to 10.5% of the total population in 1991 and 13% six years later. In parallel to this, there was a reduction in the youngest segment of the population. While in 1991, residents under 15 years of age represented 18.3%; in 1997, they represented only 14.9%. The municipality of Cascais registered the same trend as regards the number of residents of over 65 years of age: these rose from 6.3% to 14% of the total population of the municipality in 1997. In absolute terms, the increase in the number of residents under 15 years of age between 1960 and 1997 was positive, though this age group represented only 17% of the population in 1997, as compared to 24.3% in 1960.

In the municipality of Loures, residents of over 65 years of age represented 4.8% of the population in 1960 compared to 11.2% in 1997. Meanwhile the population under 15 years of age fell from 20% in 1991 to 16% in 1997. The municipality of Vila Franca de Xira recorded the most significant growth between 1960 and 1997. Like the other municipalities, however, between 1991 and 1997 there was a decrease in the weight of the number of residents under 15 years of age. As for residents of over 65 years of age, the trend was similar to that observed in the other municipalities: while they represented 6.9% of the population in 1960, in 1997 they totalled almost 11%.

The level of schooling is one of the distinctive indicators of the population of the four municipalities. Cascais and Oeiras have higher levels of schooling compared to the others (Tables 2.9 to 2.12). Certain trends exist, however, which are common to the four municipalities and to the country as a whole, particularly with respect to the general increase in schooling, which is reflected in an increase in the number of residents with secondary or higher education qualifications. Other characteristics common to the four municipalities are the reduction in the number of residents who cannot read and write and the great increase in schooling among women.

In the municipality of Oeiras, the proportion of residents with an intermediate or higher education qualification was 2% in 1960 as compared to 18.7% in 1991. The development was similar in Cascais, where the figure rose from 2.7% in 1960 to 15.3% in 1991. The increase in the number of women with intermediate or higher education qualifications is very significant: of the above-mentioned 18.7% recorded in 1991 in Oeiras, 47.5% were women. In Cascais in the same year the percentage was 46.6%. Thirty years previously, the discrepancy between the percentage of men and women in intermediate and higher education was very marked, with women representing no more than 23.8% in Oeiras and 19.1% in Cascais.

In the municipalities of Vila Franca de Xira and Loures, the figures for schooling are lower. The number of residents with intermediate or higher education qualifications in Loures rose from 0.5% in 1960 – 480 residents out of a total of 87 415 – to 8.2% in 1991. In Vila Franca de Xira, the percentages are lower. In 1960, 0.4% of residents had intermediate or higher

education qualifications, while the figure thirty years later was 6%. In both the municipality of Loures and Vila Franca de Xira, the percentage of women in intermediate and higher education in 1991 exceeded that recorded for men and now represents over half the residents with intermediate or higher education qualifications in both cases. These trends are consistent with national trends, since the number of women attending higher education has exceeded the number of men in the most recent years, as was seen in Chapter 1. In parallel to the growth in the number of residents with intermediate or higher education qualifications, there has also been a reduction in the rate of illiteracy in all four municipalities.

The composition of households also changed between the 1960s and 1990s. In general, there was a decline in households with more than 5 members and an increase in those with one or two members. This trend is more marked in the municipalities of Oeiras and Cascais than in Loures and Vila Franca de Xira. While in the former, these households represented over 40% in 1991, in the latter they represented no more than 35% of families as a whole (Tables 2.13 and 2.14).

Finally, another indicator revealing substantial differences between the four municipalities relates to occupational groups. In the municipalities of Cascais and Oeiras, but mainly in the latter, intellectual and scientific professions, intermediate technical professions and administrative professions are most representative. It is also in these municipalities along the so-called "Cascais line" that a large part of the high-ranking public officials and the Portuguese political and military classes live. As a whole, they represent 50% of all residents in this municipality. The municipality of Cascais has a more uniform distribution among the different occupational groups, notably unskilled workers in the various sectors of activity and workers in security and protective service occupations and personal and domestic services (Tables 2.15 to 2.18).

In the municipalities of Loures and Vila Franca de Xira, occupations connected to manufacturing in the industrial sector predominate. In Loures, this sector represents 20% of all professional activities, compared to 22% in Vila Franca, though the volume of auxiliary workers is also large. A significant difference distinguishes these municipalities, however: while the most representative professional group in Loures is administrative employees, in the neighbouring municipality it is unskilled workers in agriculture, industry and trade who predominate.

2.2. Brief description of the provision of household services

The principal statistical basis underlying the description and development of the provision of care services and facilities for children and the elderly in the four municipalities is information from the IGFSS³⁵. In addition to this source, the information provided by staff in charge of the employing institutions contacted and other informants, particularly those responsible for job centres and regional Social Security offices, is also important. In order to assess the development of employment in household services for residents of the four municipalities, an analysis was made of the statistics available in the *Quadros de Pessoal* [Establishment Plans] of the *DEMTS*³⁶.

³⁵ *Instituto de Gestão Financeira da Segurança Social* - Social Security Financial Management Institute.

³⁶ *Departamento de Estatística do Ministério do Trabalho e da Solidariedade* - Statistics Department of the MTS.

It must finally be emphasised that although the case studies presented are not representative, they do reflect nationwide trends. As stated in the previous chapter regarding the provision of domestic cleaning services, here too the private sector of companies and individual workers largely predominates. The four bodies contacted are private profit-making companies. In the case of personal care - both childcare and care for the elderly – the IPSS (*instituições particulares de solidariedade social* – private social welfare institutions) in particular lead the way, followed some distance behind by the public institutions, with the profit-making and cooperative institutions well to the rear. Profit-making establishments providing facilities for childcare and care for the elderly are more common in Oeiras and Cascais, where there is more purchasing power than in the other municipalities studied.

Place A - Cascais and Oeiras

2.2.1. Companies and institutions providing household services

The municipalities of Oeiras and Cascais generally recorded a significant increase in the number of facilities for childcare and care for the elderly between 1992 and 1997 (Tables 2.19 to 2.24). In Cascais, crèches in particular recorded the highest growth (rising from two establishments in 1992 to 10 in 1997), while in Oeiras crèches and kindergartens were most heavily represented (rising from 8 to 17). The number of facilities providing care for the elderly also increased in the period under study. In Oeiras, nursing homes more than doubled (from 5 to 13). Day centres (from 7 to 11), home care (from 8 to 12) and social centres (from 4 to 9) also increased significantly compared to the totals recorded for 1992. The municipality of Cascais did not undergo such a large increase in the supply of facilities for the elderly, but it did record a substantial decrease in the number of day centres and a significant increase in the number of home help services.

A study of supply according to the type of body providing care services for children and the elderly confirms the prevalence of the so-called non-profit-making institutions, which include the IPSS and cooperatives. Official and profit-making institutions, in that order, provide some childcare and care for the elderly, albeit limited. In the municipality of Oeiras, the increase in the volume of facilities was due in particular to the rise in the number of IPSS (from 59 in 1992 to 92 in 1997), including some private institutions (which grew from 16 to 27), particularly crèches, recreation centres and residential homes. In the municipality of Cascais, the increase in the total supply of personal care services and facilities (which rose from 86 to 105) was due mainly to the rise in the number of crèches and home care services – from 2 to 10 and from 6 to 9 respectively between 1992 and 1997. In the first case, profit-making bodies were mainly responsible for the increase in provision (private crèches increased from 2 to 9 establishments).

The number of users per establishment in home care services provided by the IPSS in the two municipalities in 1992 exceeded the effective capacity of the facilities – in Cascais there were 213 users compared to a total capacity of 170, while in Oeiras there were 184 against 162 respectively, this disparity being corrected in 1997 in both localities. Day centres in Cascais and nursing homes in Oeiras were also oversubscribed in 1992. The number of such facilities increased in 1997, however, and there was a readjustment between supply and demand. In Cascais, the number of day centres rose from 12 to 14, while in Oeiras they rose from 7 to 11. In Oeiras, the number of nursing homes increased from 11 to 13, while in Cascais they increased from 6 to 7. Oddly enough the number of users fell slightly from 459 to 442. In Cascais, the relationship between capacity and the number of users is finely balanced.

An analysis of local Yellow Pages® to assess the quantity, not only of personal care services but also of others related to domestic work, shows that services in the municipalities of Cascais and Oeiras differ from those in place B. The greatest difference is reflected in the supply of companies that organise parties (Table 2.25). In Cascais and Oeiras these represent 12.1% and 15% respectively of total activities considered, as compared to 2.3% and 3.1% in the municipalities of Loures and Vila Franca de Xira. There is also a marked discrepancy in landscape gardening and garden maintenance services between places A and B: 14 in Cascais and 5 in Oeiras, but only 4 in Loures and 1 in Vila Franca de Xira.

The most common activities are connected to domestic appliance repairs. Others seem to have a similar weight in all the localities, the provision of home and office cleaning services also standing out in both municipalities (these represent 7.1% of all services in Cascais and 9% in Oeiras). In absolute terms, according to total activities recorded in the Yellow Pages®, there is greater provision of services in the area of personal and domestic care in Cascais and Loures (182 in Cascais, 173 in Loures). A comparison between the total supply of these services by municipality and the number of residents confirms the scarcity of household services. On a scale of 1 to 1 000 the municipality of Oeiras records 0.7 services per resident as compared to 1.1 in Cascais.

To complete the analysis of the volume of personal care facilities in the places under study, the data available in the Social Charter of the MTS Research, Planning and Advancement Bureau show that there are more facilities and services for children and young people - 41 for Cascais and 40 for Oeiras - followed by facilities for the elderly, with 25 establishments in both municipalities (Table 2.26). The Social Charter also covers services and facilities providing support for drug addicts and people infected with the AIDS virus, revealing new social needs for some families. The municipality of Cascais has one such facility.

The waiting lists for public and IPSS nurseries and the high monthly charges for private nurseries³⁷ oblige residents on lower incomes to seek other modes of childcare. According to information provided by the Director of the Cascais *Centro Regional da Segurança Social* [Regional Social Security Centre], many women provide childcare in their own homes without declaring their earnings to the competent authorities. This situation does not appear to occur very significantly in these municipalities, however.

Lack of training and the poor quality of premises where childminding services are sometimes provided forced the Department of Social Security to demand specific qualifications for carrying out these functions. Male and female workers intending to become childminders are therefore required to attend specific courses promoted by the competent bodies, such as the *Cruz Vermelha Portuguesa* [Portuguese Red Cross]³⁸.

According to a official of the Cascais Regional Social Security Centre, there is an increasing demand for qualifications for women who wish to become childminders. The Department of Social Security itself, however, has been unable to satisfy all the applications since the requirements are stringent. Regular inspections must furthermore be carried out in order to

³⁷ While in the IPSS, the monthly charges are calculated according to the income of the family household, in some cases reaching PTE 40 000, some private profit-making establishments have monthly fees amounting to PTE 50 000 per child. This figure may sometimes be exceeded if additional services such as transport, gym, dancing, etc. are included, or if parents collect the child after the established time.

³⁸ Decree Law 158/84 of 17 May.

ensure that standards are maintained, but the Department of Social Security does not have the human resources to carry out such checks at the required frequency.

Private profit-making nurseries and crèches have also increased in number, according to some of those in charge. The possible reasons include in particular the higher earnings of residents compared to those of the other places, and the scarcity of supply combined with increasing demand. In addition to opting for private nurseries, families on the highest incomes also seek other modes of minding their children, particularly the hiring of domestic staff who work on a daily basis in these families' homes and who are responsible for all household cleaning, meals and childcare. According to the people interviewed, although the demand for this solution is common, the major difficulty lies in finding "reliable staff". There is no organised supply for this type of job, so it is essentially personal knowledge and the recommendation of third parties, friends or neighbours that guarantee quality. According to some authors, users of domestic services place their trust in persons they know or in a guarantee provided by a professional code or professional body (Duriez, B., 1996). In Portugal, however, entrepreneurship and professionalism in these areas are mostly still too rudimentary to be able to guarantee the trustworthiness the family consumer demands.

Another household service that has become more common in recent years is ironing and laundries. Franchises such as the "5 à Sec" are common, as are small family enterprises with a home collection and delivery laundry and ironing service. Meanwhile small private home and office cleaning companies are less common but they are relevant.

The analysis of household services in the two localities will be rounded off with examples of typical cases of establishments whose legal status differs.

Case 1 A – *Centro Social e Paroquial* [Social and Parish Centre] (innovative)

The Social and Parish Centre, an IPSS, is considered to be an innovative case. It was established on the initiative of the parish in 1967, when two kindergartens and a crèche were created to overcome the municipality's shortage of such facilities. In addition to users' monthly fees, calculated according to the household's income, this establishment is financed both by the parish itself and by the Department of Social Security. The person with overall responsibility is the parish priest, who chairs a board composed of individuals who do voluntary work. This in fact seems to be one of the characteristics of many IPSS. The administration normally consists of people who have or who have had some relationship with the institution, and who generally carry out administrative or legal functions on an unpaid basis.

One of the reasons this is considered to be an innovative example is that the institution is aware of the needs of the community and seeks to meet them. Because of the scarcity of facilities for the care for the elderly, a day centre, a nursing home and a home help service were launched in 1998. The quality of its services make it one of the best establishments of this type in the country, which partly explains the large number of users on the waiting list³⁹: 300 applicants for the nursing home with a maximum capacity of 50; 30 applicants for home help with a maximum capacity of 30; and 75 children for the two nurseries and crèche. The

³⁹ Of the 53 nursing homes registered with the Department of Social Security in the municipality of Cascais, 15 were classified as "operating well" and 10 as "operating poorly". Of the 32 nursing homes registered in the municipality of Oeiras, 10 were classified as "operating well", 19 as "operating adequately" and 3 as "operating poorly" (Table 2.46).

maximum monthly charge paid by users of the nursery and crèche is PTE 32 450 compared to a minimum of PTE 3 100. Most users pay PTE 18 000. There are also cases of users who do not pay any monthly fee, however. These concern children whose families fall within the minimum guaranteed wage and who are recommended by the Department of Social Security.

Another factor making this an example of good practice is the concern demonstrated by the management to reconcile the work and family life of the staff. An example is that of workers being able to place their relations in the establishment, both the elderly and children. The home care manager says that her elderly father can use the Centre, which makes it much easier for her to pursue her professional activity. She also says that the management of the Centre allows flexitime so that she can take care of her mother at home when necessary. Another member of staff also says that having her son in the Centre's nursery is "a great help".

Case 2 A – “Bons Dias” Teaching Cooperative (innovative)

One of the innovative examples in the area of childcare provision is the "Bons Dias" Teaching Cooperative, which was set up in 1987 to respond to the needs felt by a group of residents. It began as an after-school centre accommodating 40 children. By means of an IEFP employment support programme, the cooperative was formed as an LEI and created 10 jobs. At present, it has a day nursery, a crèche, a kindergarten, a play centre and a food support programme for underprivileged families.

The development of social activities allowed a protocol to be signed with the Cascais Regional Social Security Centre. The cooperative's activities encompass various components of the education process in addition to those already mentioned, and in particular it provides training for teachers, instructors and school helpers. It also provides psychological, educational and therapeutic observation and monitoring services for children and adolescents.

This institution can also be considered innovative because of the type of resources used in its management, mainly in staff recruitment. In the first stage, it adopted the LEI programme, creating ten jobs; in the second, it employed another five workers, including three education specialists by means of other vocational start-up programmes – *Ocupação de Tempos Livres para Jovens* [Leisure Activities for Young People], *Apoio a Trabalhadores Desempregados e Coopemprego* [Support for Unemployed Workers and Job Sharing]⁴⁰. Forty people currently work in the institute, including staff, specialists and supervisory staff.

All sections have waiting lists, though they are not very long compared to other cases. Personnel recruitment is an "extremely stringent" process. Vocational training courses normally lasting nine months are used for the functions where more advanced training is necessary. A one-week unpaid training course is required for the less skilled functions. If the applicant has the right profile, a six-month contract is provided. Almost all the staff have tenured contracts, but fixed-term contracts and services contracts also exist.

Both the education specialists and the less-qualified staff have to undergo regular training. Vocational training is, moreover, another service the Cooperative provides to the community.

⁴⁰ Former vocational start-up programmes for young people and the long-term unemployed provided by the IEFP.

The institution has prepared vocational training courses for adolescents at-risk and young people through the *Integrar* project.

The demand for vocational training qualifications for its staff is confirmed by the level of schooling of teaching auxiliaries, most of whom have the 12th year of schooling, which is not usually the case in similar institutions. According to statements made by workers, the pay is above the statutory level, and a 40 hour week is in force.

Case 3 A – “Marluz” Ironing Business (innovative)

This domestic services company, which has expanded from an LEI, is a good example of a long-term unemployed woman becoming self-employed, setting up her own business and creating other jobs at the same time. It is thus an example of female entrepreneurship.

This woman had to undergo a process of vocational retraining. She returned from Brazil at 40 years of age with a degree in languages and could not get a job. She enrolled at the Cascais *Centro de Emprego* [Job Centre] and began a training course for unemployed over-45s with the aim of becoming self-employed. The course lasted for four months at eight hours per day and entitled trainees to the national minimum wage and a lunch allowance. At the end of the course, she presented a project in the LEI programme.

The first version included a range of "local services", including small domestic repairs (plumbers, electricians and carpenters), personal services providing care for the elderly and childcare outside school hours, and ironing and decorating. Ultimately, the Job Centre only supported the part of the project concerning ironing and interior design (curtain making, etc.). The businesswoman obtained initial funding of PTE 10 000 000 (50% as a grant, and 50% as a loan) and, in 1998, the ironing section of the establishment began to operate with five employees.

The wages of the staff were set by the Job Centre, the ironers' pay being fixed at PTE 60 000 net. Although this was the scheduled wage, the employee interviewed in this company has a permanent contract of employment and earns PTE 80 000, owing to a lunch allowance of an additional PTE 20 000 over and above the fixed wage. "It's difficult to find people who can iron for 60 000 escudos", the businesswoman explained.

In accordance with LEI legislation, workers taken on should begin with a fixed-term contract of employment and sign a permanent contract of employment at the end of the probationary period. In this company, one of the ironers interviewed had a part-time contract to suit her personal needs. Employees are entitled to social security benefits, company transport and a lunch allowance. They work 40 hours per week on a fixed timetable between 10 a.m. and 5 p.m., with the exception of the part-time worker.

The company's success due to increasing demand for the services provided has led to further prospects for expansion, particularly in cleaning services and small domestic repairs. The expansion in the provision of services, mainly in the area of domestic cleaning, has come in response to customer demand.

2.2.2. Workers in household services

Since the following chapter will provide a more detailed analysis of the nature and working conditions of personal and domestic services jobs, this section will use data from the MTS

Statistics Department to study the trend for the number of workers in the various household services over a five-year period. It should therefore be borne in mind that the information provided by the latter only covers companies and institutions with establishment plans. In other words, what is analysed is the work declared for employees by the bodies that responded to this survey. It did seem useful, however, to assess trends with respect to the development of the number of employees engaged in household activities.

An examination of the number of workers in activities connected to the provision of personal care or domestic services, particularly personal and household goods repairs, cafeterias and meals-on-wheels, pre-school and basic education and social work activities, shows that the number of workers involved is tending to grow (Tables 2.28 and 2.29). The proportion of the labour force occupied in this sector in the two municipalities is greater than the national average (3.2%), standing at 4.5% in Oeiras and 5.6% in Cascais in 1997. Personal and domestic goods repairs have a negative rate of variation in both municipalities: 45.3% for Oeiras and 32.9% for Cascais. Of the various sectors of activity with a positive variation, pre-school and basic education exhibit higher growth (49.2% in Oeiras and 26.4% in Cascais).

An analysis of these fields of activity as a whole reveals that they are mostly performed by women in both municipalities. According to the above statistical source, while women represented 39.4% in Oeiras and 45.5% in Cascais of all those involved in 1997, for the activities analysed here the figures rise to 87.4% and 86% respectively. Pre-school and basic education is one of the most feminised services, as was seen in chapter 1 – 93.6% women in Oeiras and 93.3% in Cascais. Social work is the second largest sector in terms of women's representation, with a figure of around 90% for both municipalities. As regards the personal and domestic goods repair sector, both municipalities record a decline in the number of workers involved, though it remains a significantly male area of activity where women are under-represented, as is the case for the country as a whole. During the years under analysis, however, there was no narrowing of the gap between the number of women and the totals recorded for men, as there was for the country as a whole in 1997.

Oddly enough, contrary to the statistical findings for the country as a whole, the number of workers in pre-school education activities fell between 1993 and 1997 in the municipality of Cascais (Tables 2.30 and 2.31). The totals calculated will certainly have been influenced by this statistical department's adoption of different classification criteria in the two years under analysis, and by the fact that it depended on the number of posts filled, forwarded by the employers, mainly when the figures are analysed at municipality level. These figures should therefore be viewed with some caution.

There was a significant increase in both municipalities of workers employed in laundries compared to the total labour force in this group of activities. In Cascais, these rose from 77 in 1993 to 150 in 1997, and from 62 to 158 in Oeiras. Although there is insufficient statistical data to allow reliable comparisons to be drawn, there does seem to be some increase in meals-on-wheels services and a decrease in cafeteria services. Restaurant activities as a whole, however, include various types of service linked to the production and supply of meals, as shown by data from the Labour Force Survey, indicating a substantial growth in the number of people working in this sector.

According to the 1991 censuses for the two municipalities, the occupations connected to personal and domestic care provision with the highest number of workers in these localities are cleaning staff in private homes and offices and hotels. These two categories represent over

40% of all occupations considered here to be connected to household services (Table 2.32). As seen above, this is once again a feminised occupation, with women forming over 95% of all workers involved. This is followed by restaurant waiting staff and allied workers, but with a marked gap. In this sector, men far outnumber women in the two municipalities. This seems to be a specific feature in Cascais in particular, possibly due to the large number of often very high-class and long-standing restaurants with male staff who have worked there for many years, as a result of the intense tourist activity in the two municipalities. If cooks, stewards, housekeepers and allied workers are added to this category, however, the number of women tends to exceed the number of men, as is the case nationally.

Nurses and pre-primary education staff also have some weight in the occupations analysed here as a whole for both municipalities. This range of occupations represents 20% of the total labour force in the municipality of Cascais and 13% in Oeiras. Because it was not possible to obtain data for 1998 broken down at municipality level, it is not possible to assess whether recent trends are decreasing, as observed nationally.

All in all, the development of the number of workers in the activities analysed in these two municipalities generally reveals an increase in the number of people working in care for the elderly and childcare and a decrease in numbers in domestic repairs. The latter particularly include activities more closely connected to handicraft skills, such as footwear and leather goods repairs, but also repairs to electrical appliances due to the increasing obsolescence of the equipment concerned. There was also a significant increase in workers in domestic activities, particularly laundries and ironing, an ever-expanding area of activity.

2.2.3. The creation of employment in household services

The analysis of employment created in 1996 by means of placements made directly by local job centres shows that the proportion of placements in undifferentiated occupations not specifically classified, which includes cleaning staff and workers in other professionally little recognised activities, such as school helpers and nursing home assistants, was 16%. The number of placements made directly in the municipality of Oeiras was distributed similarly. These occupations and activities should be more clearly specified, however, using the current officially-approved classifications.

Job creation policies, analysed in the first chapter, have generated specific programmes supporting the hiring of the young and long-term unemployed⁴¹ and self-employment, with an impact in the four municipalities⁴². An analysis of two of the programmes with the largest local representation in 1996 – *Criação do Proprio Emprego* (self-employment - CPE) and *Apoio à Contratação* (Support for the Hiring of Employees) – shows that for the municipalities of Cascais and Oeiras the largest number of jobs⁴³ are generated in particular by activities connected to the retail trade and services provided to companies – which includes

⁴¹ In June 1999, the municipalities of Oeiras and Cascais recorded 5 473 and 6 311 unemployed respectively.

⁴² The IEFP programmes with the greatest local expression in the four municipalities analysed are the LEIs, Support for the Hiring of Employees, the CPE and the ACPE.

⁴³ It was decided to analyse the number of jobs created by means of the Self-employment and Support for the Hiring of Employees programmes, since these are the most important in the four municipalities analysed as compared to the other programmes referred to. The appended Table 2.47, however, summarises the number of jobs created through other IEFP incentives measures for creating employment. Although it was not possible to calculate the number of activities connected to household services, in 1996 the LDI supported a total of 314 activities in Oeiras and 245 in Cascais. Based on 1998 figures, the RIME supported 4 initiatives in household services in Cascais and 4 in Oeiras. In 1999, the municipality of Oeiras had 7 LEIs in personal and domestic services.

office services (Table 2.34). In the municipality of Oeiras the jobs created in the restaurant trade, mainly through the Support for the Hiring of Employees programme, are also of some importance, representing 9% of all jobs created through this measure. The hiring of employees for laundries and dye works (three in Oeiras) and support for the creation of these activities (one case in Cascais), in addition to support for hiring workers for domestic repair services (three cases in Cascais and two in Oeiras), to some extent shows that supply is gradually responding to emerging social needs, though still in very insignificant quantities. This trend is confirmed from the analysis of the number of jobs created by means of CPEs up to July 1999 in the two municipalities: three examples in repair services and one in laundries.

Place B - Loures and Vila Franca de Xira

2.2.4. Companies and institutions providing household services

According to Department of Social Security statistics, as for the municipalities of Place A dealt with above, facilities for childcare and care for the elderly are mostly provided by private non-profit-making institutions, but with State support in most cases.

Between 1992 and 1997, there was a marked increase in facilities for childcare and care for the elderly in both municipalities – Loures experienced a growth of 19% as compared to Vila Franca's 12% (Tables 2.35 to 2.40). In the latter municipality, the increase was due in particular to the growth in day centres (from 7 in 1992 to 9 in 1997), family crèches (there are now 4) and home care help for the elderly (from 8 to 11). In the municipality of Loures, there was a notable increase in the number of facilities providing care for the elderly, particularly day centres (from 13 to 17), social centres (from 11 to 19) and home help services (from 14 to 19).

The increase is mainly a result of the rise in the number of IPSS in the two municipalities. Of total facilities recorded in 1992, 81% in Loures were IPSS compared to 78% in Vila Franca de Xira. In Loures, however, public and private institutions are important to some extent. In the first case, they are distributed uniformly among the different types of service. The private institutions are mainly crèches (these rose from 5 in 1992 to 13 in 1997), which confirms the great need for these services highlighted in Chapter 1.

As far as the capacity and number of users per facility is concerned, in 1992 the number of users of home care services for the elderly provided by the IPSS in these municipalities exceeded total capacity (300 users against a capacity of 130), with Vila Franca de Xira having 231 users for 166 places. Five years later, the number of beneficiaries of home care services had increased and the number of users then corresponded to capacity. In 1997, in the same municipalities crèches, the number of users of which is much greater than installed capacity, were also finding it difficult to meet the demand.

The services recorded in the Yellow Pages® indicate that in these two municipalities, especially in Loures if absolute values are considered, the provision of small domestic repair services is very significant (Table 2.25). These activities represent 34.1% of all services considered in Loures and 35.4% in Vila Franca de Xira. Services relating to home and office cleaning and prepared meals are also significant.

Food preparation, particularly the baking of pastries or cakes by women in their own homes, is a common activity which largely goes undeclared. In Vila Franca de Xira, for example, the owner of an establishment specialising in home-made pastries located in a shopping centre

said that he intended to close down. Among the reasons cited for poor profitability was that it was not worth investing in home-made products. He said that there were many cafes and pastry shops in Vila Franca de Xira supplied by women who bake cakes and savouries at home. This is much more profitable for the owners of establishments purchasing such products.

As regards the supply of personal care services and facilities, the Social Charter of the MTS Research, Planning and Advancement Bureau indicates that these two municipalities have a significant volume of institutions providing childcare and care for the elderly (Table 2.27). In absolute terms, Loures has a total of 91 facilities for children and 56 for the elderly, compared to Vila Franca de Xira's total of 49 and 31 respectively. An estimate of the number of children of up to five years of age and the number of people of over 65 years of age in the two municipalities, however, indicates that the rate of coverage of these facilities is greater in Vila Franca de Xira. Household and community facilities and facilities for supporting drug addicts are also more numerous in absolute terms than in Cascais and Oeiras.

Although the provision of personal care facilities and services is greater in these two municipalities, however, the shortcomings are also more significant, as can be seen from the waiting lists of the facilities contacted and from information provided by the people responsible for them.

Case 1 B – Crèche in the Municipality of Loures

The Crèche in the Municipality of Loures is a public institution under the aegis of the local Regional Social Security Office. It was founded 18 years ago as a children's centre, a facet it still continues, along with others: a family crèche for 96 children with 24 childminders; a crèche with 16 children and a pre-school establishment with 56 children. A play room open to local children is also available.

As a public facility supervised by the Department of Social Security, the admission criteria for children are scaled according to levels of priority, preference being given to children at risk sent by the Department of Social Security itself or by hospitals, and children from underprivileged families in the municipality. For the same reason the monthly payments vary between PTE 500 and PTE 30,000, according to the income of the household. The financial difficulties of many families with children mean that this is one of the most sought-after types of facility for childminding. In this case, demand far exceeds capacity, with a waiting list of 200 for the pre-school section and 200 for the family crèche.

According to the person responsible for the Crèche, the long waiting lists for public institutions and the exorbitant monthly charges for private institutions mean that it is very common for the most underprivileged families in Loures to use unqualified childminders, i.e., women who provide childcare without previous training, often working without declaring their earnings.

Case 2 B – Associação de Promoção Social [Social Promotion Association]

The Social Promotion Association – an IPSS – was established in 1968 by a group of young people who pooled their resources to overcome the scarcity of childminding facilities in the local community. It began with the creation of a kindergarten and play centre with a total capacity for 40 children. By 1976, the capacity had risen to 100. Five years later, the

association employed 25 staff and provided assistance for 160. In addition to the original facilities, it currently has a day nursery and a youth club for 6 to 18 year olds. In total, it provides support for 300 children and employs 40 staff. According to IPSS regulations, the monthly charges are calculated according to the income of the household and vary between PTE 7 500 and PTE 25 000. Most users, however, pay an average of PTE 13 000. According to the person responsible for this facility there are numerous cases of people on the minimum scale, but only a few on the scale below the maximum monthly charge.

Due to the moderate scale of the monthly charges, plus problems of over-subscription, the institution still has a long waiting list. According to the institution's co-ordinator, there is no capacity for more children, but the number of users on the waiting list is tending to increase since many applications have been received from families from other parishes.

Case 3 B – *Lar da Segurança Social* [Social Security Nursing Home] (innovative)

Shortcomings with respect to facilities and services for care for the elderly are also significant. The Social Security Nursing Home in this municipality is a public institution supervised by the Department of Social Security. It was founded in 1975 and provides service in one field alone. At present it has a nursing home with a capacity of 90 and a day centre with a capacity of 30, and it provides home care for 54 elderly people. The monthly charges vary between PTE 500 and PTE 30 000, depending on the income of users.

The Department of Social Security sees this as a pilot nursing home due to the type of services provided and the links established with the local community. The various initiatives include parties and other events organised for users of the home with the participation of the external community. Examples include theme exhibitions of artefacts directly involving the elderly people themselves, and the "Cooking Club", where various types of dishes are cooked and entered in a competition. Other recreational initiatives, such as the library, the choir, the bar, holiday camps for the elderly and weekly activities in the social centre run by a cultural organiser, make this nursing home very popular.

The organisation and conditions of work are another relevant aspect of the institution. Two nursing home assistants interviewed disclosed that they receive higher wages – PTE 124 000 – than those normally paid to that category of worker, though this may also be due to length of service. They all have permanent contracts of employment and entitlement to the social benefits afforded to civil servants, and two of them work 35 hours per week, in shifts – 8 a.m.-4 p.m., 4 p.m.-12 a.m. and 12 a.m.-8 a.m.. Vocational training is regularly commissioned from specialists from the local health centre or IPSS. One of the assistants interviewed said she had attended training actions in the latter.

Moreover, the management style, promoted by a highly communicative manager, is a reason why the interviewees feel that their opinion is heard in decision-making processes.

One of the greatest problems involved in facilities for care for the elderly relates to the quality of service provided. Many do not have the minimum conditions required for them to operate properly. Private nursing homes begin to operate without the requirements demanded by the bodies that licence such facilities - the supervisory ministry⁴⁴ and the local municipal council. According to data from the Loures Regional Social Security Centre, in May 1998 12 of the 51

⁴⁴ *Ministério do Trabalho e da Solidariedade Social.*

nursing homes registered in the municipality were classified as “operating well”, 29 were classified as “operating adequately” and 10 were classified as “operating poorly”. Of the 7 recorded in Vila Franca de Xira, 4 were classified as “operating well”, 2 were classified as “operating adequately” and 1 was classified as “operating poorly” (Table 2.46).

2.2.5. Workers in household services

As for the number of workers providing household services, recorded in the establishment plans of the MTS, the municipality of Loures has experienced a positive increase, albeit below the 16.8% recorded for the country as a whole (10.8% in Loures and 14.7% in Vila Franca de Xira). Of the four municipalities Vila Franca de Xira recorded the greatest number of people working in the activities under study in 1997 (Tables 2.41 and 2.42).

The analysis of the development of the number of workers by area of activity in these places in turn indicates that personal and household goods repair services did not undergo the negative trends characterising the country and the other municipalities studied. In Loures, the number of people working in this field has not changed, while in Vila Franca de Xira it has increased by 28.6%. Activities in the area of social work have also risen: 129.2% more in Vila Franca de Xira, though only 25.1% more in Loures. The 9.3% decrease in pre-school education in Vila Franca de Xira should also be noted.

In activities analysed as a whole for 1997, women represent 86.2% in Loures and 93.6% in Vila Franca de Xira. Pre-school and basic education in both municipalities are staffed almost exclusively by women (93.1% and 95.8% respectively). In personal and household goods repairs, this trend is reversed, with men predominating.

An analysis of these activities broken down in more detail shows a (surprising) decrease in pre-school education (the total of 413 workers recorded in this activity in 1993 had fallen to 268 in 1997), and an (albeit not very significant) increase in the number of people working in household goods repairs in the municipality of Vila Franca de Xira, contrary to trends observed in the other municipalities (Tables 2.43 and 2.44).

A brief examination of data from the last Census (1991) shows that, rather like the previous locations, the occupations with the greatest number of workers are in particular cleaners in private homes (5 145 in Loures and 1 152 in Vila Franca de Xira) and offices (4 612 in the former and 1 076 in the latter), waiting staff (4 813 and 1 119 respectively) and cooks (3 217 in Loures and 1 092 in Vila Franca) (Table 2.45). In both municipalities, these four categories represent 68% of all occupations considered to be connected to the provision of personal and household care. In the municipality of Loures, again the occupations connected to health care also have a significant number of workers, though well behind those engaged in cleaning and restaurant services (1 657 nurses and 1 311 health service assistants, representing 11.3% in total). Out of all residents with a professional activity, this group represents 17% of the working population of Loures and 14% of the working population of Vila Franca de Xira. It should also be noted that these jobs are mainly performed by women, with the exception of waiting staff.

2.2.6. Creation of employment in household services

The municipality of Loures stands out from the rest due to the number of unemployed people. This particularly involves the long-term unemployed, who represent 40% of the total

registered at the local job centre⁴⁵. Similar to other job centres, according to information from a job centre manager, most of those registered are poorly-educated women of around 50 years of age. They do not always appear to be available to accept the jobs offered to them, however. Low wages plus a number of expenses they would have to incur on transport, food and childcare mean that some job offers are not very attractive. One current practice seems to be to register at job centres so as to take advantage of some of the resulting benefits, particularly entitlement to lower-cost medicines.

Poor attendance of training courses is another reason given for difficulties in providing or creating jobs. The courses run outside the Loures Job Centre are poorly attended, partly because they are difficult to get to and also because it is difficult to reconcile the timetable with family life. Many women drop out of training courses on the grounds that they have nowhere to leave their children.

An analysis of total direct placements made by job centres in 1996 in these two municipalities shows that a marked percentage are undifferentiated workers – 32.8% in Vila Franca de Xira and 21.6% in Loures – which includes all types of occupations related to domestic services and the provision of childcare and care for the elderly in establishments for these purposes (Tables 2.33 and 2.34).

The municipality of Loures has the greatest number of situations benefiting from the IEFP job creation programmes. In 1996, there were 229 cases of Support for the Hiring of Employees and 49 CPEs. Most support for the hiring of employees occurred in services provided to companies and in trade and industry. A total of 16 contracts were signed for activities connected to cleaning and hygiene and other services provided to the community – 8 cases each, i.e., 3.5% of total jobs created by means of support for the hiring of employees. Four cases of support for the hiring of employees for activities related to small domestic repairs and another 4 for personal services (1.7%) should also be noted. The CPE programme was also responsible for creating jobs in activities allied to trade and restaurants – 27% and 13.5% respectively in 1996⁴⁶.

In 1999, the Loures Job Centre recorded some jobs created by means of LEIs (18), most of which were in the restaurant trade. There were also ironing businesses and laundries, though to a lesser extent. Personal care services are not in so much demand because they require special know-how that most of these workers do not have. In addition, some three years ago, the IEFP started to include management training courses to support the job creation measures because many people who intended to become self-employed had no knowledge of how to manage an activity.

The information collected on the four municipalities composing the two places under study (place A and place B) indicates that place B has higher unemployment – 4.5% and 3.9%

⁴⁵ In June 1999, the municipality of Loures had a total of 15 750 unemployed persons, a much higher figure than those for the other municipalities of place A. In June 1999, Vila Franca de Xira had 4 486 unemployed persons.

⁴⁶ Other job creation support programmes have generated jobs (see Table 2.47). Although the number of activities connected to household services is not known, in 1996 the LDIs supported a total of 236 activities in Loures and 110 activities in Vila Franca de Xira. According to 1998 data, the RIME supported 8 initiatives in household services in Loures and 4 in Vila Franca de Xira. Up to July 1999, the municipality of Loures recorded a total of 18 services created from LEIs, 6 of which were services in the area of personal and household care.

(Loures with 15 750 unemployed and Vila Franca de Xira with 4486). Place A has 3.4% unemployment in Oeiras and 3.8% in Cascais (5 473 and 6 311 respectively). In all the municipalities, the number of unemployed women exceeds the number of unemployed men, and unemployment among older women with low professional qualifications making them less employable is particularly marked.

It is also true that the number of household services workers in pre-school education and social action has increased significantly in both places. Domestic repair services declined in Oeiras and Cascais, stabilised in Loures and rose in Vila Franca de Xira. This activity is one in which women are clearly in the minority. In cafeteria and meals-on-wheels services there were decreases in some places and increases in others. In the other services – childcare and care for the elderly – women always form a large majority, a trend that has generally been reinforced in recent years. The number of men is tending to fall mainly in pre-school education in all places except Loures. In social work, there was a slight increase in the number of men in Cascais, Oeiras and Vila Franca de Xira, and a strong increase in the number of women in this activity, suggesting that the gap between male and female participation in household activities is widening: while there are some 100 or 200 men, according to the place, the number of women varies between 1 300 and 1 800.

The reasons for these discrepancies lie in the cultural tradition that establishes a more direct connotation between female social roles and the provision of personal care. The women interviewees themselves tend to view their professional activity as more appropriate for females, and they feel they have a vocation for it. During the fieldwork, however, there were various references to formal learning processes related to vocational training in the classroom or the acquisition of experience from the job itself, which means that if this were provided for males, men would also be in a position to work in these activities.

Irrespective of whether it is a cause or an effect of the gender segregation prevailing in household services, another relevant factor is the generally low level of wages, except for the civil service wage scale applicable to these activities, mainly for childcare workers. The social welfare institutions tend to apply more modest wages (Table 2.48). Private cleaning establishments involve the greatest contractual insecurity, particularly if they are recent. Informal work mostly corresponds to the provision of services by individual workers, though there are quasi-enterprise units that work in this way (case 1, appended).

In most situations analysed, the employers seem to be in a position to consider their workers' family responsibilities, either by adjusting hours of work, allowing time off or authorising staff to use the organisation's resources for personal use – childminding, care for the elderly, allowing household clothes to be ironed. Furthermore, the government's concern for problems of reconciling work and family life was very significant last year, which could be generating new attitudes: in March 1999 the *Campanha Nacional da Conciliação*⁴⁷ [National Reconciliation Campaign] was organised, various media campaigns were run⁴⁸, a handbook was published entitled *Boas Práticas de Conciliação entre Vida Profissional e Vida Familiar*⁴⁹ [Good Practice in Reconciling Work and Family Life] (Guerreiro, 1999), aimed

⁴⁷ Supported by the European Social Fund National Coordinating Committee.

⁴⁸ Under the responsibility of the *Gabinete da Alta Comissária para a Igualdade e Família* [Office of the High Commission for Equality and Family].

⁴⁹ Within the framework of the CITE (*Comissão para a Igualdade no Trabalho e no Emprego* - Commission for Equality in Labour and Employment).

particularly at companies, and the *Igualdade é Qualidade*⁵⁰ prize [Equality is Quality] was set up to reward companies adopting equal opportunities policies, particularly at the level of reconciling work and family life.

The voluntary structures in Portugal operating in household services, closely linked to the non-profit making sector, particularly the largely State-subsidised social welfare institutions, combine a management body generally composed of voluntary staff with a body of employees providing direct care to users. The relationship between community and voluntary organisations and professional work in domestic services is thus not very relevant in Portugal, firstly because it is a country where even now a strong sense of family support prevails over voluntary community activity organised to provide such support free of charge; secondly because the meagre financial resources of a large proportion of the Portuguese population⁵¹ (Almeida, 1994; Capucha, 1998; Capucha e Guerreiro, 1998) obliges men and women to commit a great deal of time to professional work, leaving no time for voluntary action; and thirdly, because the presence of the domestic employee was always common in households in the most privileged social strata, though from the late 1960s, the provision of this service has changed from the full-time employee, very often living in the household, to the more common part-time “daily” who works for several families for varying amounts of time for between four and 24 hours per week, depending on the resources of families.

Finally, reference must be made to the importance the authorities attach to voluntary work and social welfare and the emphasis on the Social Employment Market so as to pool various efforts made by civil society to combat social exclusion, with employment in household and local services being the principal mode of involvement in the job market.

⁵⁰ Within the framework of the activities of the CITE.

⁵¹ Various studies have calculated that almost a third of the Portuguese population live on the poverty line.

3. Workers in personal and household services

The foregoing chapters showed that household services involving childcare and care for the elderly outside the family setting are mostly provided by social welfare institutions, while domestic cleaning work is provided by individual workers and profit-making companies. It has also been characterised as an area of essentially female employment that occupies virtually a third of the total female Portuguese labour force. This chapter will examine the information collected in the field so as to provide a clearer picture of working conditions in these household services.

Meetings and visits to bodies providing these services were used to carry out a series of semi-directed interviews with workers who were asked about their functions and about how they reconcile work, family and social life.

A total of 36 interviews were carried out in 12 employing institutions with different legal statuses (Table 3.1). Five nursery school teachers and several workers providing household services were interviewed: childminders; home helps; ironers; domestic staff. The interviewees included two men out of the few males working in the institutions contacted. Some of the interviews were carried out in the institutions adopting the good practice or innovative methods considered in Chapter 2.

It should be noted that, due to the low educational qualifications of interviewees and due to a rather generalised apprehension concerning the theme of the interviews, some questions requiring points of view and opinions to be expressed or referring to certain facts were met with vague and not always clear answers, or even with a refusal to answer at all, making it difficult to get an in-depth understanding of various topics under analysis.

3.1. Social characterisation of workers

The age of the interviewees varies between 25 and 58, though the majority are between 30 and 50. Domestic cleaners have the lowest average age, followed by childcare workers and then workers providing care for the elderly. Only the latter group includes women over the age of 50, but these form a considerable proportion: half are in the 50-60 years of age group. The average age of these workers is 48, that of childcare workers is 36 and that of domestic cleaners is 33 (Tables 3.2, 3.5 and 3.8).

Levels of schooling are low, except for nursery school teachers - all of whom have intermediate or higher education qualifications, though not always in a relevant subject area, as applies to one of the owners of an establishment contacted. Among the youngest people, some have 12 years of schooling while others only have six, and, in the case of the oldest, some have only the former compulsory education (4th class), which was four years. In general, the highest levels of schooling are found in the groups providing childcare. In the other groups, schooling varies according to age, but incomplete compulsory education is a frequent characteristic of cleaners.

The vast majority of workers interviewed are married. In the group providing childcare and cleaning services, a great majority of households have children under 12 years of age. The group of workers providing care for the elderly has the most children but fewer of these live with their parents, naturally because these workers are older. In general the composition of the

households encapsulating all those interviewed is not very numerous but it is diversified. The majority are simple families of couples with one, two or three children, simple families of couples with children living with other relations (the elderly), couples without children (workers providing services for the elderly), couples without children with other relations (nieces and nephews), single parent households (due to widowhood and divorce) and single people (divorced woman), both the latter being isolated situations. In some cases, the families are more complex, being formed by two nuclei and covering three generations – couple, children and grandparents, who may be either the parents or the in-laws of the interviewees (Tables 3.3, 3.7 and 3.9).

In general, the spouses of the workers do not work in similar areas and are distributed among socio-professional groups corresponding to different social positions. The only group of workers involving some professional, scientific and technical spouses is nursery school teachers. Manual workers and poorly-qualified white-collar workers predominate among those interviewed in the other services.

3.2. Previous professional experience and career paths

Many of the workers interviewed referred to previous career paths. Workers providing services to the elderly and domestic cleaners in particular have high levels of turnover in their jobs, while childcare workers enjoy less job mobility. This is probably due to the fact that, because there are a significant number of qualified professionals in this area, some time ago when it was easier to get jobs for life their qualifications provided them with the professional stability they currently enjoy.

As far as previous professional experience is concerned, in undifferentiated workers there was no great variety prior to the current job: they have had other professional experience in the provision of childcare or care for the elderly, and in employment in restaurants and as seamstresses. Cleaners mainly say that they have worked either in family homes as domestics or in other workplaces, notably boarding houses and hotels. Male workers were previously night watchmen and manual factory workers.

3.3. Working conditions

The following points describe the principal aspects of working conditions in these services.

3.3.1. Contractual situation and hours of work

Virtually all those interviewed in care services for children and the elderly work as employees with permanent contracts of employment. In domestic cleaning work, however, half the contracts of employment are fixed term, and this group also includes people who provide such services as individual workers paid an hourly wage. The group providing childcare and cleaning work includes interviewees who are the proprietors of the establishments studied (Table 3.4, 3.6 and 3.10).

As far as working hours are concerned, workers in institutions providing childcare have the shortest and least flexible hours. Nurseries, particularly public institutions, tend to close at around 6 p.m. Some of the staff work 35 hours per week, with variations according to the legal status of the institution providing the service. They made various comments, however, about the fact that they spend many hours in the institution and do not have time to prepare activities for the children for the following day.

Provision of care for the elderly entails the longest hours, since it involves shifts to ensure around-the-clock care for the elderly in nursing homes. Some of the people interviewed in this area work shifts, particularly at weekends. The remainder work 40 hours per week with timetables varying between 8 a.m. to 4 p.m. or 9 a.m. to 5 p.m., with an hour or an hour and a half for lunch. Public service workers, such as those in the nursing home in Odivelas, work 35 hours per week.

For cleaners, most jobs involve timetables that exceed eight hours per day. Ironing/laundry employees tend to work around nine hours per day. They often do overtime to supplement their wages, and many of them also combine a formal job with the informal provision of services to direct customers. The earnings of many of the workers in this type of service do not in fact derive from a single employer.

3.3.2. Pay

None of the workers in these services were particularly inclined to reveal how much they earned. The majority actually refused to provide such information.

It is difficult to assess wages in care services for children and the elderly in particular due to the multiplicity of collective bargaining instruments applicable to these occupations in Portugal. Public, social welfare and private profit-making institutions are all governed by different instruments regulating employment (Table 2.48). Length of service also appears to be a key factor in pay differentials.

Wages for nursery school teachers, for example, vary between PTE 100 000⁵² and over PTE 500 000⁵³, as a result of the different types of training involved and also due to length of service. In the case of school helpers the wages mentioned in the association agreements [AA] seem to vary between PTE 90 000⁵⁴ and PTE 110 000⁵⁵, though the above-mentioned AA for private hospitals only refers to the occupations of “supervisor with teaching functions”, with a wage of around PTE 85 000⁵⁶, “supervisor (over two years’ experience)”, earning a little more than PTE 70 000, and “supervisor (less than two years’ experience)”, whose wage is slightly lower. Under the previous agreement⁵⁷ supervisors could earn between approximately PTE 80 000 and PTE 95 000. Institutions providing care for the elderly also exhibit variations in the wages of assistants, which can vary from PTE 70 000 to PTE 150 000. Length of service appears to be a key factor for many of these wage differentials. Wages in cleaning services appear to be lower and are situated close to or slightly above the minimum wage. The owner of a cleaning company in place A and an ironer in place B declared that they had a monthly

⁵² AA between the *Associação Portuguesa de Hospitalização Privada* [Portuguese Association of Private Hospitals] and FESHOT – *Federação dos Sindicatos da Hotelaria e Turismo de Portugal* [Portuguese Trade Union Federation for the Hotel and Tourist Trades] and others – wage scale in force between 1 May 1998 and 30 April 1999.

⁵³ AA between the *Associação dos Estabelecimentos de Ensino Particular e Cooperativo* [Association of Private and Co-operative Teaching Establishments] and the *Federação Nacional dos Professores* [National Teachers’ Federation] and others – wage scale in force between 1 October 1998 and 30 September 1999. This agreement involves a wide diversity of levels, the lowest corresponding to a wage of PTE 100 000.

⁵⁴ Idem.

⁵⁵ Idem.

⁵⁶ AA between the *Associação Portuguesa de Hospitalização Privada* and FESHOT – op. cit..

⁵⁷ AA between the Association of Private and Co-operative Teaching Establishments and the National Teachers’ Federation and others, op. cit..

income of PTE 100 000. In the same ironing business a cleaner receives PTE 800 per hour. They work four hours twice per week, which amounts to PTE 25 600 per month.

3.3.3. Vocational training

Childcare workers in particular regularly attend training sessions. Just one of the school helpers interviewed referred to everyday experience over many years of dealing directly with children. The rest attend or have attended specific training courses and initiatives for school helpers, promoted either in the institutions themselves or outside them. These institutions sometimes provide training courses under certain initiatives such as the *Pessoa* or the *Integrar* Programmes. Nursery school teachers mainly attend seminars or colloquiums on work-related subjects.

Vocational training appears to be less common in services for the elderly and cleaning services. Most of those interviewed unanimously agree that the “know-how” acquired from everyday on-the-job experience or experience from their personal life is of primary importance. Some of those who provide care for the elderly refer to occasional training, particularly with regard to health, but this apparently virtually never accredits their know-how. They therefore see these occupations as grossly undervalued and consequently badly paid.

3.3.4. Job satisfaction and motivation

The most poorly-paid workers are inevitably the ones who are most dissatisfied with their jobs. Discontent in this respect was evident in all the groups studied. In the group of workers providing childcare, however, a majority appear to be motivated and to like their profession. This is the case for both technical personnel and helpers and other workers. Some helpers even say that they intend to follow a nursery school teaching course.

Other serious grounds for dissatisfaction, mainly for workers involved in care for the elderly, is the nature of the job itself. They complain about having to change continence pads and about the physical effort demanded:

Imagine what it's like holding an immobile old person and having to treat them like a child who doesn't obey because they can't.

(Assistant in a nursing home in Vila Franca de Xira)

It's difficult to pick up and carry really heavy bowls.

(Assistant in a nursing home in Vila Franca de Xira)

The hours worked in institutions providing care for the elderly also foster discontent. Shifts – particularly nightshifts – and weekend work are strong reasons for turning down job offers in this activity. The Director of the Loures Job Centre says that there are many cases of women who agree to work as assistants in nursing homes, but they give up after some time, complaining not only about physical tiredness but also about the hours demanded and difficult access to the workplace on public transport at night or in the early morning.

Domestic cleaners are also dissatisfied with their working conditions in general. The rather unhealthy physical environment associated to physical and psychological tiredness also generates discontent. The fact that these services impinge upon time available for the family – these women work a great number of hours, often in more than one job – the mundane tasks involved and the lack of contact with other people are additional reasons for the

dissatisfaction cited. Those involved look for work and try to keep jobs in this area mainly because they have children or other dependants for whom their families are responsible, and their wages, although small, represent a significant part of the household income.

In view of their lack of a career and low academic qualifications the most pressing reason for them to accept a job, besides financial necessity, is their willingness and need to have a permanent contract of employment providing stability and security and entitling them to social security benefits. This is more common for employees in ironing and laundry services.

Job insecurity is also responsible for the lack of career prospects for many of these employees, particularly those providing care for the elderly, generally due to the fact that they are older. Many cleaners, meanwhile, because they are younger, see their current job as temporary and aspire to less monotonous jobs with better conditions. Some of those who intend to continue in the same occupation hope to progress in their professional career while others merely hope to keep their jobs. The former situation involves the daughter of the proprietor of an ironing business who hopes to take over from her mother and expand, and the owner of a cleaning company and her sister, also a cleaner, who hopes to make a career in this field by becoming an area supervisor.

3.4. Reconciling work and family life and equal opportunities

The interviews highlight the difficulties and strategies the workers have in coordinating work and family life, and their view of equality between women and men in these activities.

3.4.1. Childcare workers

The nursery helpers and teachers interviewed are largely responsible for organising and managing domestic tasks in their family life. Even if some strategies for reconciling work and family life may differ somewhat from one case to another, they are generally organised by the women in the respective domestic setting. The statement about sharing domestic tasks made by the only man considered, to the effect that he is responsible for collecting his child from school, clearly illustrates how men tend to participate in family life. This confirms the results of other studies in Portugal, which show driving children around to be one of the principal forms of male participation in family responsibilities (Guerreiro e Ávila, 1998).

Most of these workers say that “they do everything themselves”, using their mothers to help carry out some domestic tasks and in some cases even to take care of their children. Nursery school teachers also use domestic employees (dailies). These situations, which are also found in other studies on Portuguese society, show a predominance in many cases of *family domestic work* mostly carried out by women with the help of other members of the family – normally female – together with carrying out *certain domestic tasks with professional help* (Guerreiro, 1996, pp. 159-170). Many of the teachers claim that their husbands work more than they do, which is why they do not share the family chores.

The workers with higher wages and who also seem to have a higher global income in the household – three nursery school teachers whose husbands have qualified professions – may even use *professionalised domestic work* (Guerreiro, 1996; Kaufmann, 1993, pp. 88-103; Pitrou, 1978, pp. 125-138) as a strategy to reconcile their work and family life, which involves hiring an employee to provide these services, sometimes on a full-time basis.

Though these are the main strategies used, and though they may lead many interviewees to declare that they do not have serious difficulties in reconciling their professional and their family life, there are nevertheless some employees (although only three cases likely to be classified as lower middle class) who refer to the cooperation of their spouses, thus suggesting some female leadership in domestic management.

Table 3A summarises the reasons highlighted for the difficulty or otherwise childcare interviewees have in reconciling work and family life:

Table 3A: *Factors hindering and facilitating the reconciliation of work and family life*

| | |
|--|--|
| Difficulties in reconciling work and family life | Factors making it easier to reconcile work and family life |
| Long hours | Support from the mother or other family members |
| Little cooperation from the spouse | Cooperation of the husband |
| | Domestic employee |

Table 3B: *Ideal forms of reconciling work and family life*

| | |
|---|-----------------------------------|
| Ideal forms of reconciling work and family life | |
| Staying at home | Better access to work (transport) |
| Having a daily | Job close to home |
| Working close to home | Working less hours |
| Flexible hours | |

The forms considered to be ideal for reconciling these two aspects of social life are in turn shown in Table 3B. For this group of interviewees, whether workers in institutions based in either of the places studied, one of the ideal ways of reconciling work and family life they most aspire to concerns improving access to the workplace, either in terms of distance or in terms of transport and the respective hours of work. They also consider flexible working hours to be another ideal measure. Although in some cases they have rotating timetables, both teachers and helpers express the desire for more flexibility in their working time, managing it according to some of their family and personal needs.

The lack of references to any mode of childminding and childcare as an ideal form of reconciling work and family life is notable in this group. One of the reasons must be related to the fact that some of them can have their children of up to five years of age with them in the nurseries where they work. Two teachers in a private nursery in Cascais say that they have their children with them and one person responsible for a public institution in Oeiras confirms that she gives teachers this opportunity.

3.4.1.1. Equality between men and women in employment in childcare

The observations made by school helpers on hiring men to provide childcare is that there is a natural tendency for women rather than men to pursue jobs relating to children. This naturalisation of the male and female roles has furthermore arisen in other research in which Portuguese men and women have been interviewed on similar subjects (Lewis, 1999). They therefore believe that there are biological reasons for the lack of men in these professions:

Women are more suited to dealing with children because they are more sensitive and have more maternal instinct
(Assistant in a nursery in V. F. de Xira)

It is the same biological reasons which, despite their reluctance, lead some of them to declare that they accept men in this activity and to consider their presence important, particularly in areas of security and maintaining discipline against “the rebellious nature of some children”.

Nursery school teachers in turn recognise that male participation in this activity is very weak and say that they would like to see more men in the profession, admitting that both the male and the female sex can perform it.

Both sexes have the same ability and potential to be good professionals, as in any other sector.
(Nursery school teacher in a nursery in Cascais)

The reasons more often suggested by women teachers for the feminisation of their profession are related to deeply entrenched cultural traditions, to the fact that men generally are not satisfied with such low salaries, and also, according to some teachers, due to the management style adopted by women in positions of authority, which many men do not identify with. Some women teachers even believe that there is discrimination in the recruitment of men into this profession. Teachers also recognise the importance of the presence of men in institutions providing childcare for reasons differing from those put forward by school helpers, relating to the pedagogical benefits their contact with children can engender.

In the opinion of the only man interviewed in Loures, there is a lack of men in these childcare professions because there is “a strong complex”. As confirmed above, despite not feeling very satisfied with his conditions of work, he described the opportunity he has to mix with children and their parents with some satisfaction, saying that it is interesting to be able to accompany them and witness their development.

3.4.2. Workers providing care for the elderly

Most workers interviewed say they have no difficulty reconciling work and family life. One possible reason is that many of them no longer have dependent children, i.e., their adult offspring have already left home since the women involved are in a relatively high age bracket. They thus constitute smaller family groups, often of only two persons - the worker and spouse.

It is also probably because they no longer have many family duties and because they have a relatively stable professional situation with a permanent contract of employment that only this group of interviewees includes (four) women who say they do voluntary work for the community. Two of them carry out voluntary work connected to the church: they provide support in kind (clothing and food) and teach the catechism. Another says she does voluntary work with the institution she works in, providing home help. Another interviewee employed in an institution in Loures does voluntary work which involves visiting the elderly in a nursing home in Caneças, but only when she has time.

In the cases in which the household consists of the couple alone, they refer to the “husband’s help” in shopping, preparing meals and ironing clothes as an effective form of reconciling work with family and community activities.

For workers with school-age or pre-school age children, work and family life are reconciled by calling on family support. It is particularly the mothers of those concerned who help with domestic chores and pick up their grandchildren from nurseries or childminders. In one case in which a three-year old daughter has an informal childminder – i.e., one with no Department of Social Security qualification – the worker says that being able to have her daughter in her workplace nursery would be the ideal strategy for reconciling work and family life. According to her, this institution has a capacity for ten children and a long waiting list, which is why she has been unable to get a place.

Most of the workers interviewed say that working shifts makes family life very difficult, particularly night-shifts. This is therefore one factor which makes it difficult to reconcile work and family life (Table 3C).

Table 3C: *Factors hindering and facilitating the reconciliation of work and family life*

| Difficulties in reconciling work and family life | Factors making it easier to reconcile work and family life |
|---|---|
| Difficulties in access to the workplace Tiring and difficult work Lack of cooperation from the spouse | Husband’s help |

Thus, for these workers providing care for the elderly, the ideal forms of reconciling work and family life would particularly include another kind of timetable more compatible with their husbands’ hours of work, and the others shown in Table 3D.

Table 3D: *Ideal forms of reconciling work and family life*

| Ideal forms of reconciling work and family life | |
|--|---|
| Husband’s help | Having a compatible timetable |
| Having a domestic employee | Having their child in their workplace nursery |

3.4.2.1. Equality between men and women in employment in care services for the elderly
Those interviewed perceive this profession as a fundamentally female activity, thus justifying its strong feminisation. Once again, the biological assumptions differentiating men and women are cited to explain the fact that care for the elderly is a service provided largely by the female sex:

Men are no good for this type of work, women are more gentle and caring
(Assistants in a nursing home in V.F. de Xira)

Women are normally more patient in dealing with the elderly because it’s like dealing with children, only much more complicated
(Assistants in a nursing home in V.F. de Xira)

Others find reasons for the feminisation of these services in the fact that it is very similar to domestic work:

(It is) socially recognised as work appropriate for women. It's a cultural thing, women tend to do jobs directly connected with domestic tasks. What's more, Portuguese men are ashamed to do domestic work

(Laundry employee in a nursing home in Oeiras)

The only man interviewed in an institution providing care for the elderly – the *Instituto de Acção Social das Forças Armadas* (Armed Services Social Services Institute - IASFA) in Oeiras – but who has responsibilities in the area of security, believes that occupations are naturally divided according to gender because there are jobs that are considered more feminine or more masculine than others.

Women shouldn't do men's work and vice versa, everybody should do what they're best at.

(Security service employee in Oeiras)

The interviewee also says he would not like to be managed by a woman because "they're usually more demanding".

On the whole, and despite the fact that they believe their work is a typically female occupation because they believe women are better equipped to perform it, the workers in these services are not against the possibility of having men as work-mates in these institutions. Confirming the idea of the differences between the male and female sexes with respect to the roles they are suited to, one of them says:

More men should work in institutions like this, not only in tasks that demand greater physical effort, but also for security reasons.

(Assistant in a nursing home in V.F. de Xira)

3.4.3. Workers in domestic cleaning services

The effective forms of reconciling work and family life that these workers adopt are based mostly on family support – help provided by mothers and mothers-in-law – i.e., less costly solutions in view of the low incomes earned. In one case - a single mother with a three-year old daughter – financial necessity forces her to have more than one job, which means working at weekends. The solution she adopts for minding her daughter is her partner's grandmother. In another case, financial difficulties associated with problems in getting to the job in terms of times and transport were crucial reasons for the worker's daughter living with her grandmother. Another example of the use of primary support is that of a businesswoman in the cleaning sector, who says that her mother is the only help she has in cleaning her clothes, preparing her daily meals and picking up her granddaughter from school when she or her husband are unable to do this.

Only one interviewee – the employee in an ironing business in Oeiras whose boss is her mother – mentioned a nursery as the solution adopted for having her children looked after. They stay there until 5 p.m., when she takes them with her to work. She is one of the three workers who say they have no difficulty in reconciling work and family life. For her, this is because she works very close to home, she can have lunch at home with her children, she can

iron her clothes at work when things are quiet and she has “a husband who helps with the cleaning at weekends”. Another worker says she has little difficulty because she has a boss who is aware of personal needs and because she can rely on her mother-in-law’s help.

The difficulties indicated in reconciling work and family life are also related to the need to look after other dependants. In one case, the worker’s bed-ridden father-in-law lives with her, and she and her husband look after him. In another, a grandson living at home obliges the worker to share responsibility for looking after the child with her daughter.

Table 3E summarises these aspects:

Table 3E: *Factors hindering and facilitating the reconciliation of work and family life*

| Difficulties in reconciling work and family life | Factors making it easier to reconcile work and family life |
|---|---|
| Single mother with two jobs | Having a daily |
| Long hours of work | Flexible working hours according to personal needs |
| Physically demanding activity | Husband’s help |
| Care required for bed-ridden father-in-law | Living close to the workplace |
| | Being able to iron clothes at work |
| | Part-time work |
| | Mother’s help |

Apart from mothers and mothers-in-law, it is rare for other family members to participate in domestic work. According to those interviewed, their husbands do not participate much in domestic chores, leaving the running of the home and childcare in the hands of the women.

Almost all those interviewed in domestic services, including cleaners and ironing and laundry staff, cite very diversified ideal forms of reconciling work and family life. For the most part, however, rather than relating merely to the means of providing work, this diversity is related to another type of factor. Important among the former are working hours but also the location of the work (some like to work closer to or even at home) and job stability. The latter include aspects such as extended maternity leave, domestic help – from the husband or paid domestic workers – and the existence of childminding establishments at accessible prices.

Thus, in the opinion of these workers, the ideal forms of reconciling work and family life would be the following:

Table 3F: *Ideal forms of reconciling work and family life*

| Ideal forms of reconciling work and family life | |
|--|---|
| Working fewer hours | Giving up work |
| Working part-time | Having nurseries with affordable prices |
| Working only in the day | Increased maternity leave |
| Working at home | Having a daily |
| Working close to home | Husband’s help |
| Having a stable job | |

The ideal forms of reconciling work and family life to some extent reflect people's needs, expectations, and ways of life. Oddly enough, in this group in which husbands participate even less in domestic chores, there is less reference to this way of reconciling work and family life as an ideal form.

3.4.3.1. Equality between men and women in employment in domestic cleaning services

In virtually omitting their husband's participation from the ideal forms of reconciling work and family life, these women also reveal how they feel about men carrying out the job they perform. For most interviewees in cleaning services, in fact, a man working in domestic services is "strange". Declarations such as the following are common:

Men are no good at these things; I can't image a man in this job; men don't know how to do this work; women are much better at this type of thing.
(Cleaners and ironing/laundry staff)

A businesswoman operating in cleaning services thinks it is unlikely to find men to work in this profession and explains this by "cultural reasons" in particular. She feels she would have no problem accepting male workers, however, because:

For some jobs, many women are afraid to climb the movable ladders you need, which would probably not be the case with a man.
(Businesswoman in the cleaning services sector in Cascais)

She also adds that the scarcity of men in this profession could also be related to the very low wages: "they prefer to earn more in the building trade", she explained. She adds that in the few cases in which there are men in cleaning services, they become supervisors much more quickly than any woman.

Many female workers define cleaning as a not very highly thought of job for women with few academic qualifications, and they perceive this as the reason for lack of men in the profession. They also say men have more opportunity to work in other activities such as the building trade, or to work late hours, particularly in cafes, which women do not have because they have to look after their children

Employment in household services is a form of work for a significant component of the female labour force. Irrespective of their age, for many women interviewed this is a possible job due to their poor academic qualifications. This applies in particular to home and clothes cleaning services. The interviewees in both places involved in these activities include young women with incomplete compulsory schooling. The lowest average age is also found in this type of service (33 years). The oldest women are those who provide care for the elderly, with an average age of 48. Many of them have the former compulsory four years' schooling, which is in fact the most frequent in this group. The age of childcare workers is more diversified: they vary between 25 and 47 years of age, with an average of 36. Virtually all of them have more than the compulsory schooling, in many cases with a qualification – nursery school teachers.

Virtually all of them have had previous professional experience, sometimes in similar lines of work. Most of them do not have good career prospects, but this does not necessarily mean they will always stay in their current job. Together with aspiring to a stable job, they also

aspire to better pay, which can be a reason for opting for another job. Interviewees in cleaning services in particular hold this view.

The same is not the case with the oldest workers involved in care for the elderly. Due to their greater age they find it more difficult to get a new job. Many of them have already had previous professional experience in similar work, in some cases as individual domestic employees. In some cases, they come from another area of activity, such as trade. Yet others may also have experienced a period of long-term unemployment as a result of a loss of employability in other sectors of activity, mainly industry.

Childcare workers are the ones with most career prospects and who count most on continuing to pursue the same activity in their present organisation. Although they are younger, they have already had other professional experience, often in similar work.

The working hours in force do not seem to affect workers in the various services to the same extent. The hours are more difficult for workers in nursing homes who have to work shifts. Cleaners in homes and offices also complain about inconvenient working hours, particularly when they fall in the early morning. Not only do they refer to difficulties in reconciling work and family life, but they complain in particular of lack of sufficiently frequent public transport at the right time for travelling between home and work.

Childcare workers have the best hours of work, since some of the nurseries, particularly public institutions, tend to close at 6 p.m.. This type of timetable, which is still very common in Portuguese nurseries, is clearly out of step with the working hours of parents, who generally have to spend time travelling between their job and their children's nursery.

Approached from another angle, this could also represent a potential for creating new jobs in occupying children between leaving the nursery and the time their parents come home from work. Some examples in this study show that there is already a relatively frequent demand for this type of service. Alternatively, the education establishment itself could introduce a shift system to ensure wider coverage of the increasing diversity of working hours for members of Portuguese households.

Flexitime tends to apply in cleaning and clothes cleaning companies, and helps to reconcile work and family life. For customers, the more the working hours of these services coincide with their own, the more favourable they will be.

Probably due to the small scale of the organisations analysed, however, making it more likely that they will be aware of their workers' family difficulties, it was relatively unanimously agreed that employers allow flexible time management and seek to co-operate in accepting their workers' children in nurseries, or their dependent parents in nursing homes, as applicable. There are examples, however, where the lack of places, a very common feature due to the above-mentioned scarcity, does not allow this.

The difficulties workers providing childcare and care for the elderly say they have in reconciling work and family life are the tiring and difficult work, lack of help from the husband and, for workers providing care for the elderly and cleaning services, poor access to the workplace. Cleaners cite the long working hours and physical demands of their job, particularly because many of them combine several jobs, some formal and some informal.

The problems are even more difficult when single-parent families or elderly dependants are involved.

Meanwhile the analysis of the strategies adopted to reconcile work and family life indicates that some childcare workers receive assistance from family members, particularly the mother and the husband, and from domestic help. Workers providing care for the elderly mostly enjoy the help of their spouse, and cleaners point to the help of their mother and spouse, the option to work formally outside the home only for part of their working time and to work informally at home the other part, and also living close to their job and being able to iron their clothes at work.

An overview of the ideal forms of reconciling work and family life put forward by the workers themselves shows that different aspects are highlighted by the different professional groups. These aspects in turn are related to different social spheres: they may relate either to the professional or the family context, or even to the local area of residence or work, and the State context.

As far as the context of exercising professional activity is concerned, all the groups ultimately have the same opinion on the same point - working hours. Some, such as childcare workers, would like more flexible hours and fewer hours of work. Workers providing care for the elderly mention the importance of hours compatible with family life, and one of them says she would like to have her son in the institution's crèche. Workers in home and clothes cleaning focus on the issue of hours even more. Not only would they like to work fewer hours, but they would also like to work part-time or only during the day. Some of the workers in this group also aspire to a stable job.

In terms of the family context, childcare workers say they would like to stay at home and have a daily. Workers providing care for the elderly would like more help from their husbands and a domestic worker. Cleaners say that they would like to work at home, to give up work, to have a daily and to receive help from their husband.

In terms of location, they would like better access and would like to be able to work closer to home. As far as the State context is concerned, they would like longer maternity leave and nurseries at affordable prices.

The virtual total lack of voluntary work in these occupational groups is largely explained by a lack of cultural tradition and also by lack of time, since some workers have two jobs because of low wages. As mentioned above, voluntary action⁵⁸ occurs at the level of the managers of social welfare institutions and in certain older women who do not have the responsibility of dependent children. These people carry such work out within the framework of their religious practices and beliefs: they give the catechism, help the most needy with food and clothing, and visit the sick and elderly in care homes.

⁵⁸ Reference must be made, however, to the recent creation of the *Centro Nacional de Voluntariado* [National Voluntary Work Centre], a non-governmental social welfare organisation that has so far been involved in providing training.

4. Conclusions

At different levels of analysis, the preceding chapters described a range of aspects characterising Portuguese society, particularly the situation of employment in household services. The guidelines of national employment policies in recent decades were also analysed, and the results were examined with respect to job creation in such services in the places under study. Since the creation of household services has only recently come into focus, many cases have not been recorded, but they are beginning to make their weight felt.

These conclusions will also highlight the importance of the principal instrument of employment policy currently in force: the National Employment Plan (PNE), which draws together and implements the various measures advocated in different areas, not only to fight unemployment but in particular to equip Portugal “with a competitive economy and a cohesive society” made up of “citizens with greater civic awareness” (Pedroso, 1999, p. 17-20). In the words of the Secretary of State for Employment and Training, this challenge of “bringing Portugal into line with developed Europe” aims “to combine external competitiveness with internal co-operation” so that the “economic leap forward the country is engaged in” does not make “part of the population poorer” (Pedroso, 1999, p. 18).

The PNE therefore includes measures related to the low level of qualification of 76% of the working population, a factor which means that the country is facing a structural problem of uncertain employability. Hence the need to create a *lifelong training system* that will prevent the development and continuous growth of unemployment for workers whose qualifications are no longer appropriate and who therefore fall victim to long-term unemployment and social exclusion because they are unable to find another job.

This is a bench-mark which is closely related to the area of activity under analysis in this study - household services. Many of the women employed in these services are on the borderline between social involvement and social exclusion. If they did not work in this area they would probably be unemployed because society is reluctant to accept that they have skills allowing them to pursue other occupations.

The great imbalances existing between female and male employment is another area of concern directly related to the subject of this work. It is a fact that women are a significant force in the job market in Portugal in comparison with other countries. It is also true that it is women who contribute most to the increase in the working population. It is also women, however, who form the majority of the long-term unemployed and of young qualified first-time job seekers. At the same time, Portuguese women only represent a third of the total numbers in managerial professions. They are also employed in many less qualified and poorly paid jobs, particularly in personal and domestic services, the subject of this study. As stated above, these services cover 27% of the total employed female labour force. All in all, there is strong horizontal and vertical segregation of employment in Portugal.

Authoritative theorists of the social, economic and political changes at the turn of this century recognise a new global method of classifying employment and ranking professions which gives occupations connected to personal services, normally carried out by women, a high ranking due both to the volume of employment they create and the increasing need for them (Reich, 1991, p. 253). This author refers to three main categories of work at the level of global society: routine production services, interpersonal services and symbolic-analytical services.

Interpersonal services, traditionally mostly carried out by women, are characterised by “making other people feel happy” and have the special aspect of being “offered person to person, not being sold at world scale” (Reich, 1998, p. 252), irrespective of how they may be provided at organisational level. Providers of interpersonal services may even be employees of global companies, but they are the ones who contact the beneficiaries of their work directly. There is therefore nothing to prevent these workers from forming small companies or becoming self-employed providers of interpersonal services, if they have the necessary training.

The socio-professional restructuring of the population is increasingly requiring new forms of organisation of social and family life, which in turn leads to new needs and new ways of meeting them so as to introduce quality into life styles. In view of the characteristics and requirements of many of these life styles the organisational structures of the provision of personal and household services will also need to be improved so that they can contribute to this quality life. A *new generation of personal services* will then be available. One way of achieving this will be by means of *qualifying* the professionals who pursue such activities, which in turn will lead to *better pay* and an increase in the quality of life of the workers themselves.

The various measures recommended for Portugal in the four pillars of the PNE give wide consideration to such proposals. As the name suggests Pillar I – Improving Employability – makes provision for improving employability by means of preventive measures:

established on broad-based qualifying training and on new areas with the potential to create employment, and on on-the-job training for priority target sections of the population
(PNE, 1999, p. 145)

In combination with the others, Pillar IV – The Strengthening of Policies for Equality between Men and Women - provides for ways of reducing female unemployment, improving employability, attenuating job segregation, reconciling work and family life and contributing towards social cohesion.

The following priorities are covered, among others:

creating more employment, more self-employment and more enterprises providing household and domestic care and services; improving the living and working conditions of women and the sustainability of family life;
(PNE, 1999, p. 210)

Pillar II meanwhile – Developing Entrepreneurship - provides for support for women who form companies or who provide independent personal services. It also fosters the creation of new jobs at local level in the social economy, involving training and the enhancement of human resources and regional and local development. In this area, the Regional Networks and Territorial Pacts are essential factors for creating:

a dynamic and positive relationship between skills formation and the creation of employment
(PNE, 1999, p. 183)

It also states that:

The potential for creating jobs and small company-based initiatives linked to fertile sources of employment, local services, the Social Network and in general the Social Employment Market should also be exploited, either in traditional sectors or in areas such as (...) personal services (...); or in social areas, particularly health, education, family and care for the elderly (...)

(PNE, 1999, p. 183)

One of the priorities here is:

To stimulate the quality aspects of the job and equality of opportunities between men and women in creating new jobs

(PNE, 1999, p. 183)

The Ajuda Network Programme, part of the Regional Employment Plan for the Alentejo, is notable for its concern to adjust the measures to specific local contexts and needs and for its relevance to the analysis undertaken in this study. The Regional Employment Plan for the Oporto Metropolitan Area includes a similar programme and a 20% increase in the support granted to Start-up Companies and Local Employment Initiatives geared towards creating social activities, local services or business initiatives helping unemployed women to return to work.

The aim of the Ajuda Network Programme is to form a network of providers of household services to the elderly and other dependants resident in a particular geographical area of the region. In the Alentejo, this measure mainly targets the very high numbers of unemployed women, who will thus become part of the job market. They are given prior training and are recognised by the Department of Social Security as providers of these services. They may then create their own portfolio of users, receiving a social security grant to offset the lack of resources of some of the elderly, as already occurs with childminders. This has created a new facility of great importance to Portuguese families, which involves extending these social security-backed services to families who are not considered to be financially underprivileged, but who need to use this type of household support.

This experimental measure is intended to achieve a series of objectives in an integrated way: to respond innovatively to a need felt by the elderly population with no family to provide them with support; to create employment for women in a region of female unemployment; to get long-term unemployed women back into the job market or to provide a first job for women at risk of social exclusion; and to qualify women and provide them with a supported business initiative within the philosophy of the social job market.

The objectives provided for in the PNE also include increasing the country's coverage of infrastructures for children and the elderly and household services infrastructures. In this respect, special attention is paid to the peripheries of the major towns and cities, the places studied in this work being a favoured example since they form part of the Lisbon Metropolitan Area. As shown in Chapter 2, although the range of care services for children and the elderly has expanded, the data collected for these places and for the country as a whole show that demand outstrips supply.

These measures are likely to be the major creators of employment, assessed at around 9 000 jobs in establishments for pre-school age children. As seen in Chapters 2 and 3, this will be employment of the highest calibre. Compared to most care for the elderly and domestic cleaning services, the best-qualified and most well-paid people are found in nurseries and crèches.

However, taking as a yardstick a public institution in the municipality of Odivelas considered to be innovative not only for the quality of services provided to the community but also for the wages paid to its staff and other general working conditions, the new but as yet scarce generation of personal services referred to above can also be introduced in the area of care for the elderly. In this respect, it seems essential to transfer this model of good practice to all establishments, whether private profit-making or non-profit-making establishments. Care for the elderly is thus another area with great potential for creating employment. Its network of facilities would have to expand to virtually double⁵⁹ to meet the needs of the present elderly population. These figures indicate the need to create around 12 000 jobs in these services. It is therefore important to improve the conditions of many of the people employed in this area and to introduce innovations into how such services are provided⁶⁰.

It is more difficult to estimate the level of employment that needs to be created in the area of domestic cleaning services, since this may depend on various unforeseeable circumstances, namely the socio-economic development of the country and the growth in household incomes, or the emergence of new family needs. The examples studied in depth, however, clearly illustrate the great buoyancy of demand in this area. The Marluz ironing company, which is discovering a whole new series of exploitable angles ranging from ironing clothes to sewing, home cleaning, small domestic repairs, etc., is particularly significant.

Although it has not been possible to include them in this study, other small companies providing personal services confirm the appearance of a new, dynamic and highly varied demand for such services. These companies may be asked to provide someone to go to the home of an elderly person to look after them on a regular basis, or to do so only for a period of sickness or at weekends when some of the public or non-profit-making support services are closed. At other times, they may be required to accompany a sick person to the doctor's or to take an elderly person for a walk. In other very common cases, someone may be hired for one or two hours per day to meet a child out of school when their timetable does not coincide with their parents' work.

There are also situations where a sick person requires help to look after their dog or another pet. Clearly, these needs do not represent full-time or permanent work. Some of them are more likely to supplement a main job, at least until demand grows sufficiently to make a full timetable viable. There is no doubt, however, that this type of personal and domestic service will be increasingly common and more necessary in an ageing society in which a large percentage of the working population have a narrow kin network with which to meet these needs, due both to the fall in the birth rate and to a limited tradition of formally organised voluntary work.

⁵⁹ Calculated on the basis that 5% of the population over 65 years of age will require support at some stage of their lives (Gelles, 1995, p. 370).

⁶⁰ The philosophy behind the PAII-Integrated Support Plan for the Elderly, adopted by the programme manager, Rosa Sampaio, seems to be one of the means most appropriate to the needs of users and providers of these services. This involves focusing on providing quality support in the user's home.

Experience in the field suggests that part of the answer to the issues raised by this research is the fact that low wages are a major reason for the poor quality of employment in household services. Other reasons include the arduous work involved in cleaning homes and caring for bed-ridden elderly people, and the polluted atmosphere of laundries. Lack of public transport where night work is concerned was also identified. The poor quality of services provided, meanwhile, seems to be related in particular to the scarcity of services available, the standardised way in which many of them are provided, particularly care for the elderly, and the scarcity of people equipped with the skills to pursue them.

Improved quality in this type of job will come about through training which is capable of qualifying the job and the person who does it, providing commensurate wages and improving access to the job, either by reorganising the public transport network or by means of alternatives that do not make travelling to work arduous. The physical and environmental difficulty of pursuing the activity can be overcome by the use of technologies and a knowledge of appropriate techniques. From the user's point of view, the improvement in technical skill and the technological contribution will introduce quality into the service provided.

The aspect of quality is also relevant from the users' point of view. This is connected to the flexibility and the increase in working hours during which such services are provided. Viable solutions may be found in good organisational infrastructures, the provision of commensurate benefits for workers and the adaptation of their working hours to their family, personal and civic responsibilities. The rotating shifts adopted by some of the institutions studied here, organised in accordance with workers' needs, appear to be good solutions that should be extended and developed.

Another important aspect connected to users' interests is the *diversification* of available responses that can be adapted to different types of family need. The most frequent example in Portugal is connected to where care is provided for dependent elderly people – in an establishment or in the person's own home. Although *keeping the elderly within the family* is beginning to be recommended as good practice more in line with many elderly people's expectations, it has been discouraged for tax reasons: *families* incurring expenditure on dependent elderly people who live in nursing homes or similar institutions *benefit from tax relief*⁶¹. This does not apply if the elderly person remains in their own home or stays with family members, assisted by someone hired to provide help. It should also be noted that, when applicable, the tax provision excludes a large part of the population, i.e., anyone who earns an income of little more than PTE 60 000, while an elderly person in a private nursing home – those available for persons not considered to be underprivileged – pays around PTE 120 000.

These needs and incongruous aspects of the system offer wide scope for the proliferation of undeclared work, since families gain no benefit – on the contrary they pay even more – from obtaining a receipt for tax deduction purposes. Implementation of the *service voucher* system or of a system identical to the health expenses system, which is deductible from household income tax, could make much informal work visible. The reduction in tax revenue would then be offset by a growth in social security revenue. Other areas where informal work proliferates, childminding and home cleaners, could also be included in these measures.

⁶¹ Provided the elderly person does not receive an income exceeding the national minimum wage.

The issue of gender segregation that arises in these professions should be placed within a long-term context, in coordination with policies for *changing educational curricula* (which implicitly suggest distinct professional orientations for women and men), the organisation of social awareness-raising campaigns for the public and above all the symbolic and material enhancement of these traditionally feminised and undervalued occupations. As stated above, *training* and the *certification of qualifications* for pursuing the activity are fundamental aspects. In addition, a framework should be provided for the possibility of eliminating wage disparities in the same activity, in accordance with the association agreements applicable and the legal status of the employing body. Together with a revaluation of these occupations based on a *qualifying multifacetedness*, it is also important to create less disparate and more effective criteria and career progression, refocusing the functions involved in the different professional categories. At present, in some of these professional subgroups, the less qualified the professional category, the greater the quantity and diversity of tasks assigned⁶².

Incentives policies for creating small business initiatives in this area, particularly of a family nature, could be enhanced, providing financial and technical support to ease the bureaucratic overheads and lighten the load of fixed charges in the initial operating period. This is all the more relevant since support for small business initiatives seems to be a good formula for introducing men into such services. There are several examples of small family businesses that began as a *married couple's project* because both partners were unemployed (Guerreiro, 1996). The weight of demand on fragile structures such as these, however, appears to be great, and they are clearly faced with a range of difficulties.

In addition to the measures already referred to in relation to improving working conditions in household services, the relevance of employer organisations (whether private profit-making or social welfare institutions) assuming *employer citizenship* attitudes towards their employees must be highlighted. Such attitudes involve an understanding that they are also citizens with a right to a quality of life, both in and outside the workplace. This quality normally involves simple measures to facilitate the reconciliation of work and family life. *Flexible and participatory management* of working hours accompanied by *responsibility* and *independence*, sometimes acquired through *on-the-job training*, are very important. So too is active involvement by the employing bodies in seeking solutions for household problems, mainly those related to childcare and care for elderly and sick relatives. In institutions designed to meet these needs, it makes sense to have a range of *places for supporting the workers themselves*, as is in fact the case in some of the institutions studied, and *time credit* so as to compensate subsequently for dealing with eventualities and needs from both points of view – the institution's and the worker's.

⁶² See occupation groups 5.1.2, 5.1.3, 9.1.3 and 9.1.4 in the *Classificação Nacional de Profissões* [National Classification of Occupations], for example.

Bibliography

Almeida, A.N., M.D. Guerreiro, C. Lobo, A. Torres e K. Wall, “Relações Familiares: Mudança e Diversidade”, in J.M.L. Viegas e A.F.Costa (org.), *Portugal, Que Modernidade?*, Oeiras, Celta Editora, 1998.

Almeida, J.F., L. Capucha, A.F. Costa, F.L. Machado, I. Nicolau e E. Reis, *Exclusão Social – Factores e Tipos de Pobreza em Portugal*, Oeiras, Celta Editora, 1994.

Amaro, R.R., *Serviços de Proximidade em Portugal*, Ministério para a Qualificação e o Emprego, 1997.

Bertaux, D., *Destins personnels et structure de classe*, Paris, PUF, 1977.

Capucha, L. (org.), S. Aires, J. Quintela, A.L. Reis e P. C. Santos, *ONG's de Solidariedade Social: Práticas e Disposições*, Porto, REAPN, 1995.

Capucha, L. (coord.), J.L. Castro, H.S. Gonçalves, M.D. Guerreiro, F. Melro, E. Pegado, A.L. Reis, S.P.Saleiro, P.C. Santos, *Rendimento Mínimo Garantido: Avaliação da fase experimental*, Lisboa, Ministério do Trabalho e da Solidariedade e Centro de Estudos de Sociologia do ISCTE, 1998.

Capucha., L. e M. D. Guerreiro, “Rendimento Mínimo Garantido: instrumento de desenvolvimento do mundo rural”, in Presidência da República Portuguesa, *Perspectivas de Desenvolvimento do Interior*, Lisboa, Imprensa Nacional Casa da Moeda, 1998.

Comissão das Comunidades Europeias, *Comunicado da Comissão sobre o Trabalho não Declarado*, Luxemburgo, Serviço das Publicações Oficiais das Comunidades Europeias, 1998.

Comissão do Livro Branco da Segurança Social, *Livro Branco da Segurança Social-Versão final-Janeiro 98*, INA/IGFSS, 1999.

Comission Européenne, *L'emploi en Europe 1998*, Luxembourg, Office des publications officielles des Communautés européennes, 1999.

Duriez, B., “L'aide familiale à domicile: entre le respect et la transformation de l'organisation familiale”, in J.-C. Kaufmann, *Faire ou faire-faire?-Famille et services*, Rennes, Presses Universitaires de Rennes, 1996.

European Commission, Employment Observatory, *Misep-Basic Information Report, Portugal-Institutions, Procedures and Measures*, Berlin, I.A.S.-Institute for Applied Socio-Economics, 1999.

Eurostat, *Women and Men in the European Union – A Statistical Portrait*, Luxembourg, Office for Official Publications of the European Communities, 1995.

Eurostat, *Living Conditions in Europe, Statistical Pocketbook*, Luxembourg, Office for Official Publications of the European Communities, 1999a.

Eurostat, *Statistics in Focus*, Population and Social Conditions, n.º. 1/99, Luxembourg, Office for Official Publications of the European Communities, 1999b.

Garcia, O. (coord.), *Diagnóstico Social do Concelho de Cascais*, Instituto Superior de Serviço Social/Câmara Municipal de Oeiras, Novembro de 1998.

Guerreiro, M.D. e I. Romão, “Famille et Travail au Portugal - La coexistence de différentes dynamiques sociales”, in T. Willemsen, G. Frinking e R. Vogels (ed.), *Work and Family in Europe: The Role of Policies*, Tilburg, Tilburg University Press, 1995.

Guerreiro, M. D., *Famílias na Actividade Empresarial – PME em Portugal*, Oeiras, Celta Editora, 1996.

Guerreiro, M. D., *Mulheres na Vida Empresarial*, Lisboa, CIDM, 1998.

Guerreiro, M.D. (org.), “Jovens Europeus e o Futuro: Emprego e Vida Familiar”, *Sociologia-Problemas e Práticas*, n.º. 27, 1998.

Guerreiro, M.D. e P. Ávila, *A Conciliação entre Trabalho e Vida Profissional - Análise dos resultados do inquérito realizado aos trabalhadores da RTP*, Lisboa, CIES, 1998.

Ministério do Emprego e Segurança Social, *Classificação Nacional das Profissões, Versão 1994*, Lisboa, Instituto do Emprego e Formação Profissional, 1994.

Kaufmann, J.-C., *Sociologie du couple*, Paris, Presses Universitaires de France, 1993.

Kaufmann, J.-C., *Faire ou faire-faire?-Famille et services*, Rennes, Presses Universitaires de Rennes, 1996.

Knüppel, W., *Division of Labour in Families – Relevant Data Sources in Eurostat*, Tilburg, Tilburg University Press, 1995.

Lewis, S. (coord.), J. Smithson, J. Brannen, M. D. Guerreiro, C. Kugelberg, A. Nilsen e P. O’Connor, Comissão Europeia-DGV-Emprego & Assuntos Sociais, *Futuros em Suspense - Jovens europeus falam acerca da conciliação entre trabalho e família*, Lisboa, ISCTE, 1999 (versão em inglês 1998).

Machado, F.L. e A.F. Costa, “Processos de uma Modernidade Inacabada-Mudanças estruturais e mobilidade social”, in J.M.L. Viegas e A.F. Costa (org.), *Portugal, Que Modernidade?*, Oeiras, Celta Editora, 1998.

Maia, F. M., *Segurança Social em Portugal – Evolução e tendências*, Lisboa, Instituto de Estudos para o Desenvolvimento, 1985.

Ministério da Saúde e Ministério da Solidariedade e Segurança Social, *PAII, Programa de Apoio Integrado a Idosos-Relatório de Actividades 1996*, 1997.

Ministério da Solidariedade e Segurança Social, *Segurança Social – Evolução Recente, 1992 a 1995*, 1995.

Ministério do Trabalho e Solidariedade, Comissão para o Mercado Social de Emprego, *Folha Informativa n.º 6*, 1998.

Ministério do Trabalho e da Solidariedade, *Plano Nacional de Emprego – Portugal e a Estratégia Europeia para o Emprego*, Lisboa, 1999.

Observatório do Emprego e Formação Profissional, *Avaliação das medidas de apoio à criação de emprego*, Lisboa, IEFP, 1995.

Pedroso, P. “A Estratégia Portuguesa para o Emprego”, in Ministério do Trabalho e da Solidariedade, *Plano Nacional de Emprego-Portugal e a Estratégia Europeia para o Emprego*, Lisboa, 1999.

Pitrou, A., “Services domestiques et services collectifs en France”, in A. Michel (dir.), *Les femmes dans la société marchande*, Paris, Presses Universitaires de France, 1978.

Reich, R.B., *O Trabalho das Nações*, Lisboa, Quetzal Editores, 1993.

Santos, B. S., M. Bento, M. Gonelha e A. B. Costa, *Uma visão solidária da Reforma da Segurança Social*, Lisboa, União das Mutualidades Portuguesas e Centro de Estudos Sociais da Universidade de Coimbra, 1998.

Todd, E., *L'invention de l'Europe*, Paris, Éditions du Seuil, 1990.

Annexes

Annex 1: Tables and Figures for Chapter 1

Table 1.1: *Active population by sector of activity*

(percentage)

| | Years | 1960 | 1981 | 1991 |
|---------------------------|-------|------|------|------|
| Sector of activity | | | | |
| Primary | M | 49.4 | 19.6 | 11.7 |
| | W | 17.6 | 20.0 | 9.4 |
| | T | 43.6 | 19.7 | 10.8 |
| Secondary | M | 28.9 | 43.9 | 43.3 |
| | W | 29.2 | 28.5 | 29.7 |
| | T | 28.9 | 38.7 | 37.9 |
| Tertiary | M | 21.7 | 36.5 | 45.0 |
| | W | 53.2 | 51.4 | 60.9 |
| | T | 27.5 | 41.6 | 51.3 |

Source: *Instituto Nacional de Estadística (National Statistics Institute – INE), 1960, 1981, 1991 Censuses*

Table 1.2: *Schooling by level attained*

(percentage)

| Years | 1960 | 1970 | 1981 | 1991 |
|---|------|------|------|------|
| Levels of schooling attained | | | | |
| Basic education – 1 st and 2 nd cycles (4 and 6 years of schooling) | 32.8 | 52.2 | 56.7 | 64.8 |
| Basic education – 3 rd cycle and secondary education (9 and 12 years of schooling) | 4.6 | 7.8 | 12.3 | 21.5 |
| Secondary and higher education | 0.8 | 1.6 | 3.6 | 8.0 |

Source: *INE, 1960, 1981, 1991 Censuses*

Table 1.3: *Family structures*

| Years | 1960 | 1970 | 1981 | 1991 | 1993 | 1996 |
|---|------|------|------|------|------|------|
| Indicators of family structures | | | | | | |
| Rate of marriage (% population) | 7.8 | 9.4 | 7.8 | 7.3 | 6.9 | 6.4 |
| Average age of men on first marriage | 26.9 | 26.6 | 25.4 | 26.2 | 26.4 | 28.8 |
| Average age of women on first marriage | 24.8 | 24.3 | 23.3 | 24.2 | 24.5 | 26.2 |
| Catholic marriages (% total marriages) | 90.7 | 86.6 | 74.0 | 72.0 | 70.8 | 66.5 |
| Divorce rate (% population) | 0.1 | 0.1 | 0.7 | 1.1 | 1.2 | 1.3 |
| Birth rate (% population) | 24.1 | 20.1 | 15.4 | 11.8 | 11.5 | 11.1 |
| Synthetic fertility index (average no. of children per women between the ages of 15-49) | 3.2 | 3.0 | 2.1 | 1.6 | 1.5 | 1.4 |
| Fertility rate (% women between the ages of 15-49) | 94.9 | 86.6 | 63.9 | 47.2 | 44.4 | 42.8 |
| Births outside wedlock (% births) | 9.5 | 7.3 | 9.5 | 15.6 | 17.0 | 18.7 |
| Average size of households | 3.8 | 3.7 | 3.4 | 3.1 | - | - |
| % of households with more than 5 people | 17.1 | 15.9 | 10.6 | 6.6 | - | - |
| Type of household: | | | | | | |
| Households without family nuclei – total | 16.4 | - | - | 16.6 | - | - |
| People living alone | 11.5 | - | - | 13.9 | - | - |
| Several people | 4.9 | - | - | 2.7 | - | - |
| Households of typical families – total | 68.2 | - | - | 69.5 | - | - |
| Couples without children (without others) | 14.8 | - | - | 20.0 | - | - |
| Couples with children (without others) | 47.5 | - | - | 43.9 | - | - |
| Father/mother with children (without others) | 5.9 | - | - | 5.6 | - | - |
| Households of atypical families – total | 15.4 | - | - | 13.9 | - | - |

Source: Almeida *et al* (1998)Table 1.4: *Participation rates*

| (percentage) | | | | | | |
|---|------|------|------|------|------|------|
| Years | 1960 | 1970 | 1981 | 1991 | 1993 | 1996 |
| Participation rates | | | | | | |
| (% of total of each population segment) | | | | | | |
| Male participation rate | 63.8 | 62.1 | 57.1 | 54.3 | 55.2 | 55.4 |
| Female participation rate | 13.1 | 19.0 | 29.0 | 35.5 | 41.4 | 42.2 |
| 25-29 years | 19.8 | 33.1 | 62.4 | 74.1 | 78.5 | 81.2 |
| 30-34 years | 16.6 | 29.0 | 56.3 | 72.3 | 79.3 | 80.9 |
| 35-39 years | 15.3 | 23.1 | 49.2 | 69.0 | 78.7 | 80.3 |

Sources: INE, 1960, 1970, 1981, 1991 Censuses, *Inquérito ao Emprego [Labour Force Survey]*, 1993, 1996

Table 1.5: *Indicators of female occupational participation – comparison between Portugal and other European Union countries (1997)*

| Indicators | Female participation rate (%) | Proportion of employment in services (% of total female employment) | Part-time employment (% of total female employment) | Female unemployment rate (%) |
|---------------------|-------------------------------|---|---|------------------------------|
| Countries | | | | |
| EU15 | 57.7 | 80.2 | 32.4 | 12.4 |
| Belgium (B) | 53.3 | 84.8 | 31.4 | 11.9 |
| Denmark (DK) | 76.8 | 84.1 | 34.5 | 6.6 |
| Germany (D) | 60.2 | 78.6 | 35.1 | 10.8 |
| Greece (GR) | 47.1 | 63.6 | 8.1 | 14.9 |
| Spain (E) | 47.3 | 80.3 | 17.4 | 28.3 |
| France (F) | 61.5 | 82.2 | 30.9 | 14.4 |
| Ireland (IRL) | 50.4 | 80.1 | 23.2 | 10.3 |
| Italy (I) | 43.9 | 72.7 | 13.7 | 16.6 |
| Luxembourg (L) | 48.9 | 95.0 | 19.4 | 3.8 |
| Netherlands (NL) | 59.2 | 88.3 | 67.9 | 6.9 |
| Austria (A) | 62.8 | 77.7 | 29.0 | 5.3 |
| Portugal (P) | 63.6 | 64.6 | 15.0 | 7.7 |
| Finland (FIN) | 71.2 | 80.9 | 15.6 | 13.7 |
| Sweden (S) | 75.0 | 86.7 | 41.4 | 9.5 |
| United Kingdom (UK) | 68.0 | 85.7 | 44.9 | 6.0 |

Source: *European Commission, Employment in Europe, 1998*

Table 1.6: *Age structure*

(percentage)

| | Years | 1960 | 1981 | 1991 | 1998 |
|-------------------|-------|------|------|------|------|
| Age bracket | | | | | |
| Up to 14 years | M | 31.0 | 27.0 | 21.3 | 17.9 |
| | W | 27.5 | 24.1 | 18.5 | 15.8 |
| | T | 29.2 | 25.5 | 19.8 | 16.9 |
| 15-24 years | M | 16.5 | 17.3 | 17.1 | 16.1 |
| | W | 16.2 | 15.9 | 15.9 | 14.6 |
| | T | 16.3 | 16.6 | 16.5 | 15.3 |
| 25-64 years | M | 45.9 | 46.1 | 49.9 | 53.0 |
| | W | 47.1 | 46.9 | 50.2 | 52.2 |
| | T | 46.5 | 46.5 | 50.1 | 52.6 |
| 65 years and over | M | 6.6 | 9.6 | 11.7 | 12.9 |
| | W | 9.2 | 13.1 | 15.4 | 17.3 |
| | T | 8.0 | 11.4 | 13.6 | 15.2 |

Source: *INE, 1960, 1981, 1991 Censuses, Population estimates, 1998*

Table 1.7: *People applying for Local Employment Initiatives (LEIs)*

(1997-1999-1st half-year.)

| Activities | No. People applying | % of subtotal |
|---|----------------------------|----------------------|
| Restaurants, cafés and related activities | 531 | 38.8 |
| Sundry personal services | 169 | 12.4 |
| Sundry community services | 165 | 12.1 |
| Sundry repair services | 154 | 11.3 |
| Food industries | 93 | 6.8 |
| General services | 84 | 6.1 |
| Laundries and Dyeing | 45 | 3.3 |
| Education services | 41 | 3.0 |
| Cleaning and hygiene services | 32 | 2.3 |
| Health and veterinary services | 26 | 1.9 |
| Domestic services | 14 | 1.0 |
| Services connected to transport | 13 | 1.0 |
| Subtotal | 1367 | 100.0 |
| % of subtotal in total activities supported | - | 34.2 |
| Total activities supported | 3 994 | 100.0 |

Source: *Instituto de Emprego e Formação Profissional [Employment and Vocational Training Institute]– Departamento de Planeamento [Planning Department]*

Table 1.7A: *Use of job support measures in community, social and personal services (1994)*

| Branch of activity | No. workers | % of subtotal |
|---|--------------------|----------------------|
| 9. Community, social and personal services | | |
| Public administration and national defence | | |
| Hygiene and cleaning services | 45 | 1.0 |
| Community social and related services | 153 | 3.4 |
| Leisure and cultural services | 1 529 | 33.9 |
| Personal and domestic services | 270 | 6.0 |
| Domestic staff | 2 512 | 55.7 |
| Other | (212) | (4.7) |
| | (2 300) | (5.1) |
| Subtotal | | |
| % of subtotal in total activities supported | 4 509 | 100.0 |
| | - | 10.6 |
| Total workers in activities as a whole | 42 369 | 100.0 |

Source: *Ministério da Solidariedade e Segurança Social [Ministry of Social Welfare and Social Security-MSSS], Segurança Social- Evolução recente,[Social security – recent trends] 1992 a 1995, 1996.*

Table 1.8: *Modes of services provision and relative institutional weight*

| by volume of users (percentage) | | | | |
|-----------------------------------|--|--|---|---|
| Service | Modes of provision | Institutional weight (% by volume of users) | | |
| | | State | Non-profit- making sector with state support | Firms / others without support |
| Childcare ¹ | - Crèches | 2.8 | 43.5 | 54.7 |
| | - Mini-crèches | - | 100.0 | - |
| | - Kindergartens | 4.6 | 87.0 | 8.4 |
| | - Crèches and kindergartens | 10.9 | 84.4 | 4.3 |
| | - Leisure centres | 5.3 | 86.3 | 8.4 |
| | - Homes for children and young people | 10.8 | 82.9 | 6.3 |
| Care for the elderly ¹ | - Residential homes | 33.2 | 62.5 | 4.3 |
| | - Nursing homes | 7.4 | 81.9 | 10.7 |
| | - Day centres | 9.4 | 85.0 | 5.6 |
| | - Social centres ² | 3.8 | 89.0 | 7.2 |
| Cleaning | - Companies providing regular services | | | - ³ |
| | - Cos. providing "major occasional cleaning" | | | - ³ |
| | - Man-power companies | | | - ³ |

¹ Statistics of the Department of Social Security, *Instituto de Gestão Financeira da Segurança Social* [Social Security Financial Management Institute - IGFSS], 1996

² Calculated on the basis of the number of establishments.

³ Data not available.

Table 1.9: *Facilities, users and workers in social services*

| Services | Indicators | No. of establishments | | | No. of users | | | No. of users on waiting list | | | No. of workers | | |
|----------------------------------|------------|-----------------------|--------------|--------------|---------------|----------------|----------------|------------------------------|---------------|---------------|----------------|---------------|---------------|
| | | 1980 | 1990 | 1996 | 1980 | 1990 | 1996 | 1980 | 1990 | 1996 | 1980 | 1990 | 1996 |
| Children and Young People | | 1 364 | 2 633 | 3 399 | 56 704 | 175 240 | 209 753 | 19 093 | 22 848 | 24 282 | 10 459 | 22 595 | 30 695 |
| Crèches | | 215 | 181 | 359 | 6383 | 5 060 | 9 068 | 1 985 | 1 160 | 977 | 1 320 | 1 108 | 2 225 |
| Mini-crèches | | - | 4 | 9 | - | 81 | 141 | - | 73 | 26 | - | 30 | 48 |
| Kindergartens | | 657 | 540 | 432 | 39 795 | 32 533 | 24 348 | 9 071 | 3 932 | 2 865 | 5 059 | 4 586 | 3 595 |
| Crèches and Kindergartens | | 146 | 769 | 984 | 9 437 | 69 634 | 91 513 | 5 750 | 12 185 | 15 300 | 2 126 | 10 955 | 15 518 |
| Leisure centres | | 208 | 935 | 1363 | - | 55 922 | 74 171 | 1 969 | 4 736 | 3 438 | 633 | 3 669 | 6 385 |
| Homes Children / Young People | | 138 | 204 | 252 | 1 089 | 12 010 | 10 512 | 318 | 762 | 1 676 | 1 321 | 2 247 | 2 924 |
| The Elderly | | 393 | 1 415 | 2 301 | 18 331 | 59 898 | 88 294 | 5 632 | 27 603 | 27 932 | 4 426 | 13 226 | 19 727 |
| Residential homes | | 12 | 13 | 59 | 240 | 343 | 400 | 40 | 210 | 196 | 85 | 138 | 157 |
| Nursing homes | | 273 | 567 | 805 | 14 502 | 27 607 | 37 844 | 5 088 | 24 373 | 26 759 | 3 928 | 10 005 | 13 913 |
| Day centres | | 98 | 655 | 1 119 | 3 589 | 22 856 | 33 965 | 504 | 2 270 | 977 | 393 | 2 657 | 4 893 |
| Social centres | | 10 | 180 | 318 | - | 9 092 | 16 085 | | 750 | - | 20 | 426 | 764 |
| Total | | 1 757 | 4 048 | 5 700 | 75 035 | 235 138 | 29 8047 | 247 25 | 50 451 | 52 214 | 14 885 | 35 821 | 50 422 |

Source: *Statistics of the Department of Social Security, IGFSS*

Table 1.10: Rates of variation in facilities, users and workers in social services

| Indicators Services | No. of establishments | | No. of users | | No. of users on waiting list | | No. of workers | |
|---------------------------|-----------------------|---------------------|---------------------|---------------------|------------------------------|---------------------|---------------------|---------------------|
| | % Var. 1980-1996 | % Var. 1990-1996 | % Var. 1980-1996 | % Var. 1990-1996 | % Var. 1980-1996 | % Var. 1990-1996 | % Var. 1980-1996 | % Var. 1990-1996 |
| Children/ Young People | 149.2 | 29.1 | 269.9 | 19.7 | 27.2 | 6.3 | 193.5 | 35.8 |
| The elderly | 485.5 | 62.6 | 381.7 | 47.4 | 396.0 | 1.2 | 345.7 | 49.2 |
| Total | 224.4 | 40.8 | 297.2 | 26.8 | 111.2 | 3.5 | 238.7 | 40.8 |

Source: Statistics of the Department of Social Security, IGFSS

Table 1.11: Workers in personal and domestic services by gender in 1991 and 1998

(Unit. 10³)

| Years Occupations (CNP ⁶³ , 3 digits) | 1991 | | | 1998 | | |
|--|---------|---------|---------|---------|---------|---------|
| | M | W | Total | M | W | Total |
| Workers in domestic services and other cleaning staff | 11.2 | 198.8 | 210.0 | 12.0 | 251.2 | 263.2 |
| Nursery school teachers | 0.4 | 14.6 | 15.0 | - | 14.4 | 14.4 |
| Childminders, home helps and allied workers | 5.5 | 24.7 | 30.2 | 6.4 | 82.7 | 89.1 |
| Nurses | 5.7 | 23.9 | 29.6 | 3.2 | 17.7 | 20.9 |
| Cooks, waiting staff and other restaurant services | 62.7 | 79.5 | 142.2 | 62.6 | 127.5 | 190.1 |
| Hairdressers, masseurs, beauticians and allied workers | 7.3 | 21.8 | 29.1 | 7.1 | 36.2 | 43.3 |
| Caretakers and porters | 47.0 | 59.1 | 106.1 | 39.2 | 46.2 | 85.4 |
| Total | 139.8 | 422.4 | 562.2 | 130.5 | 575.9 | 706.4 |
| Total employment in Portugal | 2 475.8 | 1 651.8 | 4 127.6 | 2 628.3 | 2 110.5 | 4 738.8 |

Sources: INE/ 1991 Censuses; INE/Labour Force Survey 1998

⁶³ Classificação Nacional de Profissões - National Classification of Occupations

Table 1.12: *Workers in personal and domestic services by gender in 1991 and 1998 (percentage of total employment)*

| Years Occupations (CNP, 3 digits) | 1991 | | | 1998 | | |
|--|------|------|-------|------|------|-------|
| | M | W | Total | M | W | Total |
| Workers in domestic services and other cleaning staff | 0.5 | 12.0 | 5.1 | 0.5 | 11.9 | 5.6 |
| Nursery school teachers | - | 1.0 | 0.4 | - | 0.7 | 0.3 |
| Childminders, home helps and allied workers | 0.2 | 1.5 | 0.7 | 0.2 | 3.9 | 1.9 |
| Nurses | 0.2 | 1.4 | 0.7 | 0.1 | 0.9 | 0.4 |
| Cooks, waiting staff and other restaurant staff | 2.5 | 4.8 | 3.4 | 2.4 | 6.0 | 4.0 |
| Hairdressers, masseurs, beauticians and allied workers | 0.3 | 1.3 | 0.7 | 0.3 | 1.7 | 0.9 |
| Caretakers and porters | 1.9 | 3.6 | 2.6 | 1.5 | 2.2 | 1.8 |
| % of total employment in country | 5.6 | 25.6 | 13.6 | 5.0 | 27.3 | 14.9 |

Sources: *INE/1991 censuses; INE/Labour Force Survey 1998*

Table 1.13: *Workers in personal and domestic services by gender in 1991 and 1998 (percentage by gender)*

| Years Occupations (CNP, 3 digits) | 1991 | | | 1998 | | |
|--|------|------|-------|-------|-------|-------|
| | M | W | Total | M | W | Total |
| Workers in domestic services and other cleaning staff | 5.3 | 94.7 | 100.0 | 4.6 | 95.4 | 100.0 |
| Nursery school teachers | 2.7 | 97.3 | 100.0 | - | 100.0 | 100.0 |
| Childminders, home helps and allied workers | 18.2 | 81.8 | 100.0 | 7.2 | 92.8 | 100.0 |
| Nurses | 19.3 | 80.7 | 100.0 | 15.3 | 84.7 | 100.0 |
| Cooks, waiting staff and other restaurant staff | 44.1 | 55.9 | 100.0 | 32.9 | 67.1 | 100.0 |
| Hairdressers, masseurs, beauticians and allied workers | 25.1 | 74.9 | 100.0 | 16.4 | 83.6 | 100.0 |
| Caretakers and porters | 44.3 | 55.7 | 100.0 | 45.99 | 54.1 | 100.0 |
| Total | 24.9 | 75.1 | 100.0 | 18.5 | 81.5 | 100.0 |
| % of total employment in country | 60.0 | 40.0 | 100.0 | 55.5 | 44.5 | 100.0 |

Sources: *INE/1991 censuses; INE/Labour Force Survey 1998*

Table 1.14: *Rate of variation of workers in personal and domestic services by gender between 1991 and 1998 (percentage)*

| Occupations (CNP, 3 digits) | Variation (%) 1991-1998 | | |
|--|----------------------------|-------|-------|
| | M | W | Total |
| Workers in domestic services and other cleaning staff | 7.1 | 26.4 | 25.3 |
| Nursery school teachers | - | -1.4 | -4.0 |
| Childminders, home helps and allied workers | 16.4 | 234.8 | 195.0 |
| Nurses | -40.4 | -25.9 | -29.4 |
| Cooks, waiting staff and other restaurant staff | -0.2 | 60.4 | 33.7 |
| Hairdressers, masseurs, beauticians and allied workers | -2.7 | 66.1 | 48.8 |
| Caretakers and porters | -16.6 | -21.8 | -19.5 |
| Total | -6.7 | 36.3 | 25.6 |
| % of total employment in country | 6.2 | 27.8 | 14.8 |

Sources: *INE/1991 censuses; INE/Labour Force Survey 1998*

Table 1.15: *Other professional groups, including providers of personal and domestic services, by gender in 1998*

| Occupations (CNP, 3 digits) | Absolute figures (10 ³) | | | Percentage of total employment | | |
|--|-------------------------------------|-----|-------|--------------------------------|-----|-------|
| | M | W | Total | M | W | Total |
| Plumbers and other finishing workers (construction) | 61.0 | 0.1 | 61.1 | 2.3 | - | 1.3 |
| Painters (construction), building exterior cleaners, chimney-sweeps and allied workers | 54.5 | 2.3 | 56.8 | 2.1 | 0.1 | 1.2 |
| Electricians, fitters and repairers of electrical and electronic equipment | 63.5 | 6.3 | 69.8 | 2.4 | 0.3 | 1.5 |
| Total | 179.0 | 8.7 | 187.7 | 6.8 | 0.4 | 4.0 |

Source: *INE/Labour Force Survey 1998*

Table 1.16: *Persons in work in Portugal in 1993 and 1997 by category of economic activity and gender*

| Year | Services | Men | Women | Total employment | % men | % women |
|-------------|--|--------------|---------------|------------------|-------------|-------------|
| 1993 | Infant schools | 664 | 9 886 | 10 550 | 6.3 | 93.7 |
| 1997 | Pre-school education | 703 | 11 913 | 12 616 | 5.6 | 94.4 |
| 1993 | Residential/semi-residential support institutions | 2 884 | 20 341 | 23 225 | 12.4 | 87.6 |
| 1993 | Non-residential support institutions | 331 | 2 142 | 2 473 | 13.4 | 86.6 |
| 1993 | Social services institutions, unspecified | 536 | 1 626 | 2 162 | 24.8 | 75.2 |
| 1993 | Total | 3 751 | 24 109 | 27 860 | 13.5 | 86.5 |
| 1997 | Social services for children and young people, with housing | 247 | 1 775 | 2 022 | 12.2 | 87.8 |
| 1997 | Social services for the disabled, residential | 118 | 403 | 521 | 22.6 | 77.4 |
| 1997 | Social services for the elderly, with housing | 825 | 8 817 | 9 642 | 8.6 | 91.4 |
| 1997 | Social services with housing, unspecified | 247 | 1 525 | 1 772 | 13.9 | 86.1 |
| 1997 | Social services for children and young people, without housing | 845 | 11 269 | 12 114 | 7.0 | 93.0 |
| 1997 | Social services for the disabled, non-residential | 647 | 2 177 | 2 824 | 22.9 | 77.1 |
| 1997 | Social services for the elderly, without housing | 275 | 3 399 | 3 674 | 7.5 | 92.5 |
| 1997 | Total | 3 204 | 29 365 | 32 569 | 9.8 | 90.2 |
| 1993 | Footwear and leather goods repairs | 307 | 78 | 385 | 79.7 | 20.3 |
| 1993 | Electrical equipment repairs | 2 196 | 333 | 2 529 | 86.8 | 13.2 |
| 1993 | Clock, watch and jewellery repairs | 97 | 12 | 109 | 89.0 | 11.0 |
| 1993 | Other repair services, unspecified | 1 034 | 146 | 1 180 | 87.6 | 12.4 |
| 1993 | Total | 3 634 | 569 | 4 203 | 86.5 | 13.5 |
| 1997 | Footwear and leather goods repairs | 264 | 73 | 337 | 78.3 | 21.7 |
| 1997 | Electrical equipment repairs | 1 626 | 346 | 1 972 | 82.5 | 17.5 |
| 1997 | Clock, watch and jewellery repairs | 113 | 30 | 143 | 79.0 | 21.0 |
| 1997 | Personal and domestic goods repairs | 203 | 61 | 264 | 76.9 | 23.1 |
| 1997 | Total | 2 206 | 510 | 2 716 | 81.2 | 18.8 |
| 1993 | Laundries and dye works | 790 | 2 127 | 2 917 | 27.1 | 72.9 |
| 1997 | Washing and dry cleaning of textiles and hides | 1 139 | 3 141 | 4 280 | 26.6 | 73.4 |
| 1997 | Cafeterias | 1 440 | 8 275 | 9 715 | 14.8 | 85.2 |
| 1997 | Meals-on-wheels | 985 | 897 | 1 882 | 52.3 | 47.7 |
| 1997 | Total | 2 425 | 9 172 | 11 597 | 20.9 | 79.1 |

Source: *Statistics Department of the Ministério do Trabalho e Solidariedade [Ministry of Labour and Social Welfare], Quadros de Pessoal [Establishment Plan], 1997.*

Table 1.17: *Workers in personal and domestic services* (Active population registered with the Department of Social Security)

| Years | No. workers | Annual rate of variation (%) | % women | % of total active beneficiaries in country | % unemployed | % women in unemployed pop. |
|-------|-------------|------------------------------|---------|--|--------------|----------------------------|
| 1974 | 147 923 | - | - | 6.6 | - | - |
| 1975 | 183 638 | 24.1 | - | 8.2 | - | - |
| 1976 | 217 731 | 18.6 | - | 9.4 | - | - |
| 1977 | 227 579 | 4.5 | - | 9.4 | - | - |
| 1978 | 191 847 | -15.7 | - | 7.9 | 0.3 | 67.9 |
| 1979 | 198 670 | 3.6 | - | 7.7 | 0.1 | 80.8 |
| 1980 | 214 929 | 8.2 | - | 7.9 | 0.1 | 86.3 |
| 1981 | - | - | - | - | - | - |
| 1982 | 242 093 | - | - | 9.3 | 0.2 | 78.2 |
| 1983 | 235 214 | -2.8 | 84.1 | 9.7 | 0.1 | 73.5 |
| 1984 | 270 201 | 14.9 | 82.6 | 10.1 | 0.1 | 71.3 |
| 1985 | 243 799 | -9.8 | 81.4 | 9.9 | 0.2 | 56.8 |
| 1986 | 235 604 | -3.4 | 79.2 | 9.3 | 0.2 | 54.4 |
| 1987 | 241 197 | 2.4 | 79.2 | 21.2 | 0.1 | 77.1 |
| 1988 | 226 681 | -6.0 | 78.4 | 18.9 | 0.3 | 68.2 |
| 1989 | 211 090 | -6.9 | 75.6 | 7.8 | 0.1 | 66.4 |
| 1990 | 223 325 | 5.8 | 77.8 | 8.2 | 0.4 | 75.7 |
| 1991 | 214 097 | -4.1 | 77.5 | 7.5 | 0.6 | 52.6 |
| 1992 | 200 267 | -6.5 | 75.3 | 7.0 | 1.2 | 54.1 |
| 1993 | 199 144 | -0.6 | 75.6 | 7.2 | 2.2 | 56.2 |
| 1994 | 200 299 | 0.6 | 75.4 | 7.2 | 2.3 | 52.3 |
| 1995 | 204 351 | 2.0 | 74.2 | 7.1 | 2.9 | 49.5 |
| 1996 | 213 509 | 4.5 | 75.4 | 7.3 | 2.9 | 46.7 |

Source: IGFSS

NB: Figures for the unemployed in 1987, 1988, 1989 and 1990 relate to those in receipt of unemployment benefit.

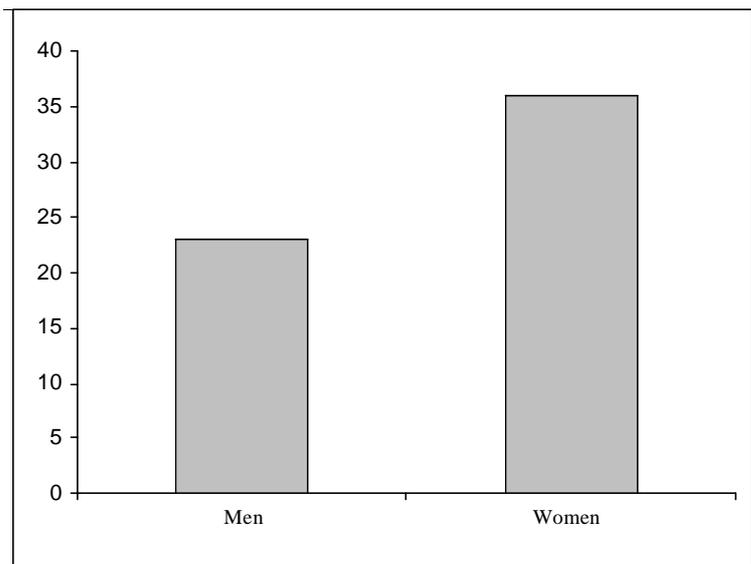
Table 1.18: *Domestic staff* (Active population registered with the Department of Social Security)

| Years | No. workers | Annual rate of variation (%) | % women | % of domestic staff in workers in personal and domestic services | % unemployed | % women in unemployed pop. |
|-------|-------------|------------------------------|---------|--|--------------|----------------------------|
| 1979 | 181 272 | - | - | 91.2 | - | 100.0 |
| 1980 | 176 080 | -2.9 | - | 81.9 | 0.1 | 100.0 |
| 1981 | - | - | - | - | - | - |
| 1982 | 186 509 | - | - | 77.0 | 0.1 | 88.4 |
| 1983 | 179 534 | -3.7 | 99.3 | 76.3 | - | 81.8 |
| 1984 | 201 222 | 12.1 | 98.9 | 74.5 | 0.1 | 97.5 |
| 1985 | 178 847 | -11.1 | 98.7 | 73.4 | 0.1 | 94.0 |
| 1986 | 171 404 | -4.2 | 98.1 | 72.8 | 0.1 | 93.7 |
| 1987 | 167 684 | -2.2 | 98.9 | 69.5 | 0.1 | 88.7 |
| 1988 | 154 570 | -7.8 | 99.1 | 68.2 | 0.1 | 96.6 |
| 1989 | 136 381 | -11.8 | 98.0 | 64.6 | 0.1 | 74.3 |
| 1990 | 152 905 | 12.1 | 98.1 | 68.5 | 0.3 | 83.1 |
| 1991 | 135 149 | -11.6 | 98.8 | 63.1 | - | - |
| 1992 | 128 596 | -4.8 | 98.9 | 64.2 | - | 100.0 |
| 1993 | 126 654 | -1.5 | 98.6 | 63.6 | 1.0 | 62.2 |
| 1994 | 124 883 | -1.4 | 98.3 | 62.3 | 1.4 | 57.0 |
| 1995 | 125 775 | 0.7 | 98.2 | 61.5 | 1.8 | 51.2 |
| 1996 | 134 903 | 7.3 | 98.4 | 63.2 | 1.5 | 55.0 |

Source: IGFSS

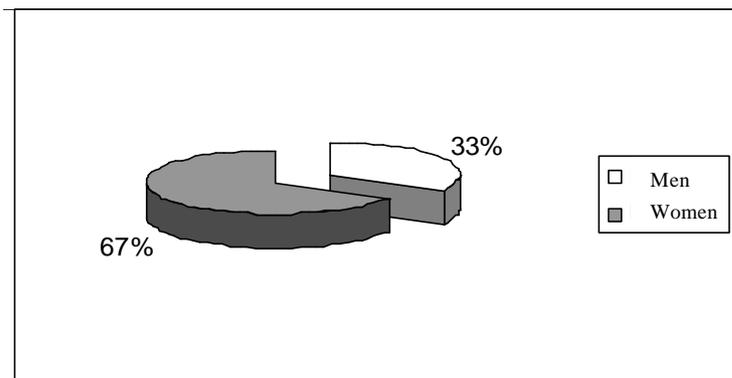
NB: Figures for the unemployed in 1987, 1988, 1989 and 1990 relate to those in receipt of unemployment benefit.

Figure 1.1: *Illiteracy rate for men and women of 50 years of age or more in 1991*



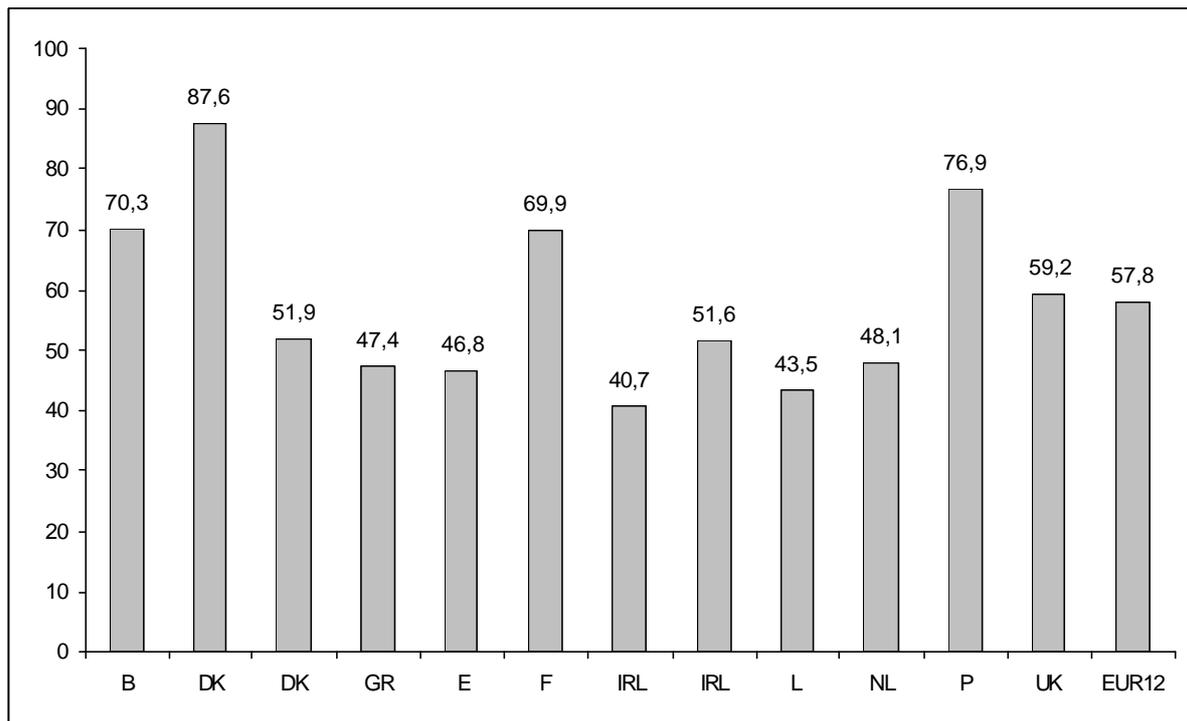
Source: *(Guerreiro e Romão, 1995)*

Figure 1.2: *Graduates between 20-24 years of age in 1991*



Source: *(Guerreiro e Romão, 1995)*

Figure 1.3: *Participation rate of mothers between 20-39 years of age, 1994*



Source: *European Commission, Bulletin sur les femmes et l'emploi dans l'UE, April 1995.*

Annex 2: Tables and Figures for Chapter 2

Table 2.1: Resident population in employment in 1960 and 1991 by sector of economic activity

| Geographic area | Portugal | | Lisboa e Vale do Tejo | | Cascais | | Loures | | Oeiras | | Vila Franca de Xira | | |
|---------------------------|----------|---------|-----------------------|--------|---------|-------|--------|-------|--------|-------|---------------------|-------|-------|
| Sector of activity / Type | 1960 | 1991 | 1960 | 1991 | 1960 | 1991 | 1960 | 1991 | 1960 | 1991 | 1960 | 1991 | |
| Primary | M | 1338591 | 289490 | 76836 | 49173 | 1910 | 412 | 4498 | 828 | 1068 | 260 | 3012 | 468 |
| | W | 106426 | 156138 | 2520 | 24265 | 257 | 117 | 289 | 618 | 33 | 99 | 234 | 274 |
| | T | 1445017 | 445628 | 79356 | 73438 | 2167 | 529 | 4787 | 1446 | 1101 | 359 | 3246 | 742 |
| Secondary | M | 559127 | 1073047 | 108230 | 314725 | 3349 | 12441 | 3377 | 31757 | 8974 | 11602 | 5775 | 14058 |
| | W | 179358 | 490776 | 31297 | 115780 | 622 | 4470 | 1581 | 13282 | 2256 | 4213 | 938 | 4929 |
| | T | 738485 | 1563823 | 139527 | 430505 | 3971 | 16911 | 4958 | 45039 | 11230 | 15815 | 6713 | 18987 |
| Tertiary | M | 810896 | 1114374 | 251776 | 473789 | 12787 | 26130 | 16814 | 55547 | 19301 | 26190 | 5287 | 13277 |
| | W | 321361 | 1005884 | 109464 | 449845 | 4907 | 26320 | 2733 | 51287 | 5826 | 27504 | 1327 | 13082 |
| | T | 1132257 | 2120258 | 361240 | 923634 | 17694 | 52450 | 19547 | 106834 | 25127 | 53694 | 6614 | 26359 |
| Total | M | 2708614 | 2476911 | 436842 | 837687 | 18046 | 38983 | 24689 | 88132 | 29343 | 38052 | 14074 | 27803 |
| | W | 607145 | 1652798 | 143281 | 589890 | 5786 | 30907 | 4603 | 65187 | 8115 | 31816 | 2499 | 18285 |
| | T | 3315759 | 4129709 | 580123 | 1427577 | 23832 | 69890 | 29292 | 153319 | 37458 | 69868 | 16573 | 46088 |

Source: INE, 1960 and 1991 Censuses

Table 2.2: Categories of unemployed in the municipalities of Cascais and Oeiras

| Municipality | Cascais | | | | | | | Oeiras | | | | | | |
|--------------|---------|----|-------|-------|-------|-------|------------------|--------|----|-------|-------|-------|-------|------------------|
| | 1960 | | | 1991 | | | % Var. 1960/1991 | 1960 | | | 1991 | | | % Var. 1960/1991 |
| Year | M | W | total | M | W | total | | M | W | total | M | W | Total | |
| First job | 276 | 11 | 287 | 404 | 626 | 1 030 | 258.9 | 529 | 33 | 562 | 477 | 666 | 1 143 | 103.4 |
| New job | 209 | 20 | 229 | 1 776 | 2 355 | 4 131 | 1 703.9 | 449 | 56 | 505 | 1 758 | 2 265 | 4 023 | 696.6 |
| Total | 485 | 31 | 516 | 2 180 | 2 981 | 5 161 | 900.2 | 978 | 89 | 1 067 | 2 235 | 2 931 | 5 166 | 384.1 |

Source: INE, 1960 and 1991 Censuses

Table 2.3 : Categories of unemployed in the municipalities of Loures e Vila Franca de Xira

| Municipality | Loures | | | | | | | Vila Franca de Xira | | | | | | |
|--------------|--------|----|-------|-------|-------|--------|------------------|---------------------|----|-------|-------|-------|-------|------------------|
| | 1960 | | | 1991 | | | % Var. 1960/1991 | 1960 | | | 1991 | | | % Var. 1960/1991 |
| Year | M | W | total | M | W | Total | | M | W | total | M | W | Total | |
| First job | 653 | 21 | 674 | 791 | 1 348 | 2 139 | 217.4 | 220 | 15 | 235 | 309 | 707 | 1 016 | 332.3 |
| New job | 354 | 30 | 384 | 3 221 | 4 764 | 7 985 | 1 979.4 | 144 | 5 | 149 | 1 275 | 2 239 | 3 514 | 2 258.4 |
| Total | 1 007 | 51 | 1 058 | 4 012 | 6 112 | 10 124 | 856.9 | 364 | 20 | 384 | 1 584 | 2 946 | 4 530 | 1 079.7 |

Source: INE, 1960 and 1991 Censuses

Table 2.4: Resident population in four municipalities in Lisbon metropolitan area between 1960 and 1998

| Municipality / Year | 1960 | | | 1981 | | | 1991 | | | 1998 | | | % V _e 1960 1998 |
|---------------------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------------------------------|
| | M | W | total | M | W | total | M | W | total | M | W | total | |
| Oeiras | 45 354 | 48 901 | 94 255 | 71 889 | 77 439 | 149 328 | 72 251 | 79 091 | 151 342 | 75 450 | 84 480 | 159 930 | 69,7 |
| Cascais | 28 311 | 31 306 | 59 617 | 67 872 | 73 626 | 141 498 | 73 461 | 79 833 | 153 294 | 79 080 | 87 190 | 166 270 | 178,5 |
| Loures | 51 127 | 50 997 | 102 124 | 136 226 | 140 241 | 276 467 | 157 388 | 164 770 | 322 158 | 170 070 | 180 780 | 350 850 | 243,6 |
| Vila Franca Xira | 20 313 | 20 281 | 40 594 | 43 704 | 44 489 | 88 193 | 50 927 | 52 644 | 103 571 | 56 300 | 59 200 | 115 500 | 184,5 |

Source: INE, 1960, 1981 and 1991 Censuses; estimates for 1998

Table 2.5: Resident population in the municipality of Cascais by age group between 1960 and 1997

| Age /Year | 1960 | | | 1981 | | | 1991 | | | 1997 | | | % Var. 1960/1991 |
|-----------|--------|--------|--------|--------|--------|---------|--------|--------|---------|--------|--------|---------|---------------------|
| | M | W | total | M | W | total | M | W | total | M | W | total | |
| Up to 9 | 5 045 | 4 845 | 9 890 | 12 084 | 11 506 | 23 590 | 8 447 | 8 047 | 16 494 | 13 960 | 13 280 | 27 240 | 66.8 |
| 10 – 14 | 2 251 | 2 328 | 4 579 | 5 768 | 5 405 | 11 173 | 5 857 | 5 755 | 11 612 | | | | 153.6 |
| 15 – 19 | 2 284 | 2 412 | 4 696 | 5 462 | 5 477 | 10 939 | 6 664 | 6 500 | 13 164 | 12 300 | 12 070 | 24 370 | 180.3 |
| 20 – 24 | 2 336 | 2 694 | 5 030 | 5 008 | 5 404 | 10 412 | 5 746 | 5 568 | 11 314 | | | | 124.9 |
| 25 – 29 | 2 666 | 2 832 | 5 498 | 5 156 | 5 788 | 10 944 | 5 511 | 5 710 | 11 221 | | | | 104.1 |
| 30 – 34 | 2 538 | 2 912 | 5 450 | 5 446 | 6 049 | 11 495 | 5 437 | 5 743 | 11 180 | | | | 105.1 |
| 35 – 39 | 2 445 | 2 591 | 5 036 | 5 086 | 5 443 | 10 529 | 5 279 | 6 162 | 11 441 | | | | 127.2 |
| 40 – 44 | 1 966 | 2 062 | 4 028 | 4 566 | 4 938 | 9 504 | 5 723 | 6 356 | 12 079 | 42 980 | 47 330 | 90 310 | 199.9 |
| 45 – 49 | 1 868 | 2 000 | 3 868 | 4 443 | 4 751 | 9 194 | 5 248 | 5 503 | 10 751 | | | | 177.9 |
| 50 – 54 | 1 527 | 1 717 | 3 244 | 4 104 | 4 465 | 8 569 | 4 536 | 5 017 | 9 553 | | | | 194.5 |
| 55 – 59 | 1 112 | 1 441 | 2 553 | 3 636 | 4 005 | 7 641 | 4 169 | 4 668 | 8 837 | | | | 246.1 |
| 60 – 64 | 849 | 1 121 | 1 970 | 2 505 | 2 990 | 5 495 | 3 685 | 4 246 | 7 931 | | | | 302.6 |
| 65 – 69 | 637 | 862 | 1 499 | 2 050 | 2 625 | 4 675 | 3 024 | 3 697 | 6 721 | 9 020 | 13 290 | 22 310 | 348.4 |
| 70 – 74 | 420 | 665 | 1 085 | 1 364 | 2 095 | 3 459 | 1 905 | 2 610 | 4 515 | | | | 316.1 |
| 75 e + | 367 | 824 | 1 191 | 1 194 | 2 685 | 3 879 | 2 230 | 4 251 | 6 481 | | | | 444.2 |
| Total | 28 311 | 31 306 | 59 617 | 67 872 | 73 626 | 141 498 | 73 461 | 79 833 | 153 294 | 78 260 | 85 970 | 164 230 | 157.1 |

Source: INE, 1960, 1981 and 1991 Censuses; estimates for 1997

Table 2.6: Resident population in the municipality of Oeiras by age group between 1960 and 1997

| Age /Year | 1960 | | | 1981 | | | 1991 | | | 1997 | | | % Var. 1960/1991 |
|-----------|--------|--------|--------|--------|--------|---------|--------|--------|---------|--------|--------|---------|------------------|
| | M | W | total | M | W | total | M | W | total | M | W | total | |
| Up to 9 | 8 316 | 7 887 | 16 203 | 14 081 | 13 316 | 27 397 | 7 998 | 7 559 | 15 557 | 12 100 | 11 530 | 23 630 | -4.0 |
| 10 – 14 | 3 396 | 3 256 | 6 652 | 5 807 | 5 580 | 11 387 | 6 203 | 5 968 | 12 171 | | | | 83.0 |
| 15 – 19 | 3 396 | 3 289 | 6 685 | 5 206 | 5 220 | 10 426 | 7 059 | 6 888 | 13 947 | 12 540 | 12 520 | 25 060 | 108.6 |
| 20 – 24 | 3 591 | 4 403 | 7 994 | 4 778 | 5 431 | 10 209 | 5 467 | 5 518 | 10 985 | | | | 37.4 |
| 25 – 29 | 5 224 | 5 568 | 10 795 | 5 666 | 6 891 | 12 557 | 4 777 | 5 063 | 9 840 | | | | -8.8 |
| 30 – 34 | 4 992 | 4 854 | 9 846 | 7 022 | 7 737 | 14 759 | 4 871 | 5 411 | 10 282 | | | | 4.4 |
| 35 – 39 | 4 087 | 3 967 | 8 054 | 6 214 | 6 268 | 12 482 | 5 265 | 6 493 | 11 758 | | | | 46.0 |
| 40 – 44 | 2 810 | 2 882 | 5 692 | 5 071 | 5 198 | 10 269 | 6 378 | 7 346 | 13 724 | 41 760 | 47 250 | 89 010 | 141.1 |
| 45 – 49 | 2 634 | 2 915 | 5 549 | 4 634 | 4 802 | 9 436 | 5 654 | 6 030 | 11 684 | | | | 110.6 |
| 50 – 54 | 2 209 | 2 594 | 4 803 | 3 901 | 4 111 | 8 012 | 4 747 | 4 891 | 9 638 | | | | 100.7 |
| 55 – 59 | 1 649 | 2 093 | 3 742 | 3 318 | 3 608 | 6 926 | 4 138 | 4 472 | 8 610 | | | | 130.1 |
| 60 – 64 | 1 179 | 1 731 | 2 910 | 2 239 | 2 598 | 4 837 | 3 388 | 3 931 | 7 319 | | | | 151.5 |
| 65 – 69 | 819 | 1 314 | 2 133 | 1 743 | 2 479 | 4 222 | 2 664 | 3 361 | 6 025 | | | | 182.5 |
| 70 – 74 | 527 | 991 | 1 518 | 1 146 | 1 845 | 2 991 | 1 647 | 2 228 | 3 875 | 8 440 | 12 320 | 20 760 | 155.3 |
| 75 e + | 525 | 1 157 | 1 682 | 1 063 | 2 355 | 3 418 | 1 995 | 3 932 | 5 927 | | | | 252.4 |
| Total | 45 354 | 48 901 | 94 255 | 71 889 | 77 439 | 149 328 | 72 251 | 79 091 | 151 342 | 74 840 | 83 620 | 158 460 | 60.6 |

Source: INE, 1960, 1981 and 1991 Censuses; estimates for 1997

Table 2.7 : Resident population in the municipality of Loures by age group between 1960 and 1997

| Age /Year | 1960 | | | 1981 | | | 1991 | | | 1997 | | | % Var. 1960/1991 |
|-----------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|------------------|
| | M | W | total | M | W | total | M | W | Total | M | W | Total | |
| Up to 9 | 10 257 | 9 804 | 20 061 | 26 349 | 25 102 | 51 451 | 19 520 | 18 716 | 38 236 | 28 470 | 27 330 | 55 800 | 90.6 |
| 10 – 14 | 4 295 | 4 060 | 8 355 | 11 711 | 10 934 | 22 645 | 13 508 | 13 008 | 26 516 | | | | 217.4 |
| 15 – 19 | 3 864 | 3 465 | 7 329 | 10 202 | 9 866 | 20 068 | 14 505 | 14 083 | 28 588 | 27 750 | 26 970 | 54 720 | 290.1 |
| 20 – 24 | 4 164 | 4 393 | 8 557 | 9 528 | 10 409 | 19 937 | 12 483 | 12 543 | 25 026 | | | | 192.5 |
| 25 – 29 | 5 513 | 5 387 | 10 900 | 11 143 | 12 389 | 23 532 | 11 768 | 12 361 | 24 129 | | | | 121.4 |
| 30 – 34 | 5 351 | 5 017 | 10 368 | 12 916 | 13 529 | 26 445 | 11 978 | 12 900 | 24 878 | | | | 139.9 |
| 35 – 39 | 4 716 | 4 193 | 8 909 | 12 005 | 11 801 | 23 806 | 12 220 | 13 477 | 25 697 | | | | 188.4 |
| 40 – 44 | 3 363 | 3 067 | 6 430 | 10 436 | 9 769 | 20 205 | 13 125 | 14 097 | 27 222 | 95 820 | 101 700 | 197 520 | 323.4 |
| 45 – 49 | 2 833 | 2 783 | 5 616 | 8 953 | 8 758 | 17 711 | 12 267 | 12 286 | 24 553 | | | | 337.2 |
| 50 – 54 | 2 309 | 2 364 | 4 673 | 7 139 | 7 226 | 14 365 | 10 308 | 9 981 | 20 289 | | | | 334.2 |
| 55 – 59 | 1 554 | 1 892 | 3 446 | 5 661 | 6 041 | 11 702 | 8 448 | 8 694 | 17 142 | | | | 397.4 |
| 60 – 64 | 1 091 | 1 462 | 2 553 | 3 811 | 4 284 | 8 095 | 6 472 | 7 084 | 13 556 | | | | 431.0 |
| 65 – 69 | 800 | 1 215 | 2 015 | 2 943 | 3 817 | 6 760 | 4 775 | 5 617 | 10 392 | | | | 415.7 |
| 70 – 74 | 559 | 898 | 1 457 | 1 895 | 2 866 | 4 761 | 2 875 | 3 907 | 6 782 | 16 250 | 22 560 | 38 810 | 365.5 |
| 75 e + | 458 | 997 | 1 455 | 1 534 | 3 450 | 4 984 | 3 136 | 6 016 | 9 152 | | | | 529.0 |
| Total | 51 127 | 50 997 | 102 124 | 136 226 | 140 241 | 276 467 | 157 388 | 164 770 | 322 158 | 168 290 | 178 560 | 346 850 | 215.5 |

Source: INE, 1960, 1981 and 1991 Censuses; estimates for 1997

Table 2.8: Resident population in the municipality of Vila Franca de Xira by age group between 1960 and 1997

| Age /Year | 1960 | | | 1981 | | | 1991 | | | 1997 | | | % Var. 1960/1991 |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|---------|--------|--------|---------|---------------------|
| | M | W | total | M | W | total | M | W | total | M | W | total | |
| Up to 9 | 3 164 | 3 085 | 6 249 | 8 549 | 7 834 | 16 383 | 6 615 | 6 350 | 12 965 | 9 750 | 9 570 | 19 320 | 107.5 |
| 10 – 14 | 1 613 | 1 523 | 3 136 | 3 355 | 3 280 | 6 635 | 4 606 | 4 325 | 8 931 | | | | 184.8 |
| 15 – 19 | 1 616 | 1 494 | 3 110 | 3 081 | 3 021 | 6 102 | 4 523 | 4 206 | 8 729 | 9 510 | 9 040 | 18 550 | 180.7 |
| 20 – 24 | 1 786 | 1 713 | 3 499 | 3 100 | 3 498 | 6 598 | 3 530 | 3 749 | 7 279 | | | | 108.0 |
| 25 – 29 | 2 020 | 1 845 | 3 865 | 3 881 | 4 250 | 8 131 | 3 854 | 4 180 | 8 034 | | | | 107.9 |
| 30 – 34 | 1 860 | 1 770 | 3 630 | 4 031 | 3 871 | 7 902 | 4 262 | 4 526 | 8 788 | | | | 142.1 |
| 35 – 39 | 1 714 | 1 627 | 3 341 | 3 418 | 3 346 | 6 764 | 4 354 | 4 699 | 9 053 | | | | 171.0 |
| 40 – 44 | 1 357 | 1 261 | 2 618 | 3 111 | 2 899 | 6 010 | 4 263 | 4 098 | 8 361 | 31 040 | 32 590 | 63 630 | 219.4 |
| 45 – 49 | 1 298 | 1 337 | 2 635 | 2 721 | 2 693 | 5 414 | 3 469 | 3 391 | 6 860 | | | | 160.3 |
| 50 – 54 | 1 124 | 1 186 | 2 310 | 2 288 | 2 319 | 4 607 | 3 026 | 2 909 | 5 935 | | | | 156.9 |
| 55 – 59 | 1 000 | 985 | 1 985 | 1 974 | 2 046 | 4 020 | 2 496 | 2 650 | 5 146 | | | | 159.2 |
| 60 – 64 | 678 | 754 | 1 432 | 1 441 | 1 532 | 2 973 | 2 024 | 2 201 | 4 225 | | | | 195.0 |
| 65 – 69 | 439 | 630 | 1 069 | 1 143 | 1 447 | 2 590 | 1 653 | 1 873 | 3 526 | | | | 229.8 |
| 70 – 74 | 332 | 502 | 834 | 838 | 1 094 | 1 932 | 1 033 | 1 307 | 2 340 | 5 180 | 6 990 | 12 170 | 180.6 |
| 75 e + | 312 | 569 | 881 | 773 | 1 359 | 2 132 | 1 219 | 2 180 | 3 399 | | | | 285.8 |
| Total | 20 313 | 20 281 | 40 594 | 43 704 | 44 489 | 88 193 | 50 927 | 52 644 | 103 571 | 55 480 | 58 190 | 113 670 | 155.1 |

Source: INE, 1960, 1981 and 1991 Censuses; estimates for 1997

Table 2.9: Level of schooling in the municipality of Cascais in 1960 and 1991

| Level of schooling/Year | 1960 | | | 1981 | | | 1991 | | | % Var. 1960/1991 |
|---|--------|-------|--------|--------|--------|--------|--------|--------|--------|---------------------|
| | M | W | total | M | W | total | M | W | total | |
| Cannot read or write | 4 216 | 7 073 | 11 289 | 11 602 | 15 030 | 26 632 | 5 567 | 8 112 | 13 679 | 21.2 |
| Can read and write without qualification | 5 471 | 8 461 | 13 932 | 546 | 1 016 | 1 562 | 382 | 772 | 1 154 | -91.7 |
| Basic ed. (complete or incomplete) | 10 510 | 9 348 | 19 858 | 32 217 | 35 499 | 67 716 | 30 463 | 33 885 | 64 348 | 224.0 |
| Secondary ed. (complete or incomplete) | 3 382 | 2 678 | 6 060 | 14 846 | 14 828 | 29 674 | 23 124 | 24 781 | 47 905 | 690.5 |
| Secondary or higher ed. (complete or inc.)* | 1 157 | 273 | 1 430 | 4 666 | 3 883 | 8 549 | 12 273 | 10 694 | 22 967 | 1 506.1 |

Source: INE, 1960, 1981 and 1991 Censuses

Key:

° For 1960, the data relate to the resident population of 7 years of age and over

* Includes secondary courses/undergraduate courses/graduate courses/post graduate courses/doctorates.

Table 2.10: *Level of schooling in the municipality of Oeiras in 1960 and 1991*

| Level of schooling/Year | 1960 | | | 1981 | | | 1991 | | | % Var. |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|-----------|
| | M | W | total | M | W | total | M | W | total | 1960/1991 |
| Cannot read or write | 3 635 | 8 922 | 12 557 | 11 896 | 14 769 | 26 665 | 4 535 | 6 557 | 11 092 | -11.7 |
| Can read and write without qualification | 8 246 | 12 743 | 20 989 | 419 | 836 | 1 255 | 284 | 608 | 892 | -95.8 |
| Basic ed. (complete or incomplete) | 18 958 | 16 611 | 35 569 | 30 680 | 35 186 | 65 866 | 26 561 | 31 297 | 57 858 | 62.7 |
| Secondary ed. (complete or incomplete) | 6 984 | 4 285 | 11 269 | 17 639 | 24 644 | 42 283 | 24 813 | 26 000 | 50 813 | 350.9 |
| Secondary or higher ed. (complete or inc.)* | 1 263 | 394 | 1 657 | 6 161 | 5 432 | 11 593 | 14 568 | 13 175 | 27 743 | 1574.3 |

Source: *INE, 1960, 1981 and 1991 Censuses*

Key:

° For 1960, the data relate to the resident population of 7 years of age and over

* Includes secondary courses/undergraduate courses/graduate courses/post graduate courses/doctorates.

Table 2.11: *Level of schooling in the municipality of Loures in 1960 and 1991*

| Level of schooling/Year | 1960 | | | 1981 | | | 1991 | | | % Var. |
|---|--------|--------|--------|--------|--------|---------|--------|--------|---------|-----------|
| | M | W | total | M | W | total | M | W | total | 1960/1991 |
| Cannot read or write | 7 796 | 14 056 | 21 852 | 24 431 | 32 667 | 57 098 | 13 022 | 20 119 | 33 141 | 51.7 |
| Can read and write without qualification | 9 383 | 11 556 | 20 939 | 1 039 | 1 862 | 2 901 | 739 | 1 519 | 2 258 | -89.2 |
| Basic ed. (complete or incomplete) | 22 792 | 16 356 | 39 148 | 79 209 | 77 327 | 156 536 | 82 564 | 82 824 | 165 388 | 322.5 |
| Secondary ed. (complete or incomplete) | 3 234 | 1 762 | 4 996 | 27 205 | 23 813 | 51 018 | 45 644 | 44 764 | 90 408 | 1 709.6 |
| Secondary or higher ed. (complete or inc.)* | 398 | 82 | 480 | 3 484 | 4 090 | 7 574 | 12 749 | 13 100 | 25 849 | 5 285.2 |

Source: *INE, 1960, 1981 and 1991 Censuses*

Key:

° For 1960, the data relate to the resident population of 7 years of age and over

* Includes secondary courses/undergraduate courses/graduate courses/post graduate courses/doctorates.

Table 2.12: *Level of schooling in the municipality of Vila Franca de Xira in 1960 and 1991*

| Level of schooling/Year | 1960 | | | 1981 | | | 1991 | | | % Var. |
|---|-------|-------|--------|--------|--------|--------|--------|--------|--------|-----------|
| | M | W | total | M | W | Total | M | W | total | 1960/1991 |
| Cannot read or write | 4 121 | 6 464 | 10 585 | 8 882 | 11 573 | 20 455 | 4 905 | 7 438 | 12 343 | 16.6 |
| Can read and write without qualification | 3 842 | 4 424 | 8 266 | 452 | 620 | 1 072 | 314 | 449 | 763 | -90.8 |
| Basic ed. (complete or incomplete) | 8 360 | 6 405 | 14 765 | 24 355 | 24 430 | 48 785 | 26 187 | 27 095 | 53 282 | 260.9 |
| Secondary ed. (complete or incomplete) | 1 564 | 743 | 2 307 | 9 051 | 6 891 | 15 942 | 15 811 | 13 901 | 29 712 | 1 187.9 |
| Secondary or higher ed. (complete or inc.)* | 115 | 36 | 151 | 718 | 873 | 1 591 | 3 007 | 3 105 | 6 112 | 3 947.7 |

Source: *INE, 1960, 1981 and 1991 Censuses*

Key:

° For 1960, the data relate to the resident population of 7 years of age and over

* Includes secondary courses/undergraduate courses/graduate courses/post graduate courses/doctorates.

Table 2.13: *Composition of households in the municipalities of Cascais and Oeiras*

| Municipality Families/Years | Cascais | | | Oeiras | | |
|------------------------------------|---------|--------|---------------------|--------|--------|---------------------|
| | 1960 | 1991 | % Var. 1960/1991 | 1960 | 1991 | % Var. 1960/1991 |
| Family nucleus with 1 or 2 members | 4 664 | 20 886 | 347.8 | 8 195 | 20 873 | 154.7 |
| Family nucleus with 3 or 4 members | 7 683 | 24 315 | 216.5 | 13 654 | 24 989 | 83.0 |
| Family nucleus with over 5 members | 3 678 | 5 959 | 62.0 | 5 526 | 5 383 | -2.6 |
| Total number of families | 16 025 | 51 160 | 219.3 | 27 375 | 51 245 | 87.2 |

Source: *INE, 1960 and 1991 Censuses*Table 2.14 : *Composition of households in the municipalities of Loures e Vila Franca de Xira*

| Municipalities Families/Years | Loures | | | Vila Franca de Xira | | |
|------------------------------------|--------|---------|---------------------|---------------------|--------|---------------------|
| | 1960 | 1991 | % Var. 1960/1991 | 1960 | 1991 | % Var. 1960/1991 |
| Family nucleus with 1 or 2 members | 7 999 | 36 052 | 350.7 | 3 651 | 11 816 | 223.6 |
| Family nucleus with 3 or 4 members | 14 965 | 57 042 | 281.1 | 6 035 | 18 870 | 212.7 |
| Family nucleus with over 5 members | 6 124 | 11 205 | 82.9 | 2 260 | 3 226 | 42.7 |
| Total number of families | 29 088 | 104 299 | 258.5 | 11 946 | 33 912 | 183.9 |

Source: *INE, 1960 and 1991 Censuses*Table 2.15: *Resident population in employment by principal profession in the municipality of Cascais*

| Profession/Year | 1991 |
|--|-------------|
| Members of legislature and civil service managers, company directors and managers | 5 142 |
| Intellectual and scientific professions | 7 953 |
| Intermediate technical professions | 8 639 |
| Administrative employees | 10 923 |
| Security and protective personnel, personal and domestic services and allied workers | 11 521 |
| Workers in agriculture and fisheries | 574 |
| Workers in industrial production and craftsmen | 10 028 |
| Operators of industrial equipment and fixed machinery, drivers and fitters | 2 519 |
| Unskilled workers in agriculture, industry, trade and services | 11 542 |
| Armed forces | 1 049 |
| Total | 69 890 |

Source: *INE, 1991 Censuses*

Table 2.16: *Resident population in employment by principal profession in the municipality of Oeiras*

| Profession/Year | 1991 |
|--|---------------|
| Members of legislature and civil service managers, company directors and managers | 4 862 |
| Intellectual and scientific professions | 10 502 |
| Intermediate technical professions | 10 360 |
| Administrative employees | 14 300 |
| Security and protective personnel, personal and domestic services and allied workers | 9 340 |
| Workers in agriculture and fisheries | 276 |
| Workers in industrial production and craftsmen | 7 761 |
| Operators of industrial equipment and fixed machinery, drivers and fitters | 2 650 |
| Unskilled workers in agriculture, industry, trade and services | 8 566 |
| Armed forces | 1 250 |
| Total | 69 867 |

Source: *INE, 1991 Censuses*

Table 2.17: *Resident population in employment by principal profession in the municipality of Loures*

| Profession/Year | 1991 |
|--|----------------|
| Members of legislature and civil service managers, company directors and managers | 6 514 |
| Intellectual and scientific professions | 9 138 |
| Intermediate technical professions | 15 741 |
| Administrative employees | 25 335 |
| Security and protective personnel, personal and domestic services and allied workers | 27 649 |
| Workers in agriculture and fisheries | 1 289 |
| Workers in industrial production and craftsmen | 30 326 |
| Operators of industrial equipment and fixed machinery, drivers and fitters | 10 638 |
| Unskilled workers in agriculture, industry, trade and services | 24 680 |
| Armed forces | 2 009 |
| Total | 153 319 |

Source: *INE, 1991 Censuses*

Table 2.18: *Resident population in employment by principal profession in the municipality of Vila Franca de Xira*

| Profession/Year | 1991 |
|--|--------|
| Members of legislature and civil service managers, company directors and managers | 1 416 |
| Intellectual and scientific professions | 2 064 |
| Intermediate technical professions | 4 379 |
| Administrative employees | 7 133 |
| Security and protective personnel, personal and domestic services and allied workers | 7 531 |
| Workers in agriculture and fisheries | 432 |
| Workers in industrial production and craftsmen | 10 100 |
| Operators of industrial equipment and fixed machinery, drivers and fitters | 4 099 |
| Unskilled workers in agriculture, industry, trade and services | 8 006 |
| Armed forces | 928 |
| Total | 46 088 |

Source: *INE, 1991 Censuses*

Table 2.19: *Number of social facilities and services by provider in the municipality of Cascais in 1992*

| Year | 1992 | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|-------------|----------|-------|
| Provider | State | | | IPSS ⁶⁴ | | | Private | | | Cooperative | | |
| | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Pre-school education | | | | 5 | 437 | 409 | | | | 1 | 75 | 484 |
| Leisure centres | 1 | 80 | 74 | 19 | 1 490 | 1 269 | | | | 1 | 90 | 90 |
| Holiday camps | 1 | 10 | 143 | | | | | | | | | |
| Crèches | | | | | | | 2 | 50 | 46 | | | |
| Crèches and kindergartens | 2 | 373 | 292 | 17 | 1 629 | 1 619 | 3 | 262 | 155 | | | |
| Family crèches | | | | | | | 2 | 32 | 32 | | | |
| Homes/board. schools for child./young people | | | | 3 | 136 | 134 | | | | | | |
| Nursing homes | 2 | 147 | 142 | 4 | 542 | 526 | | | | | | |
| Day centres | 2 | 280 | 276 | 10 | 675 | 699 | | | | | | |
| Social centre | | | | | | | | | | | | |
| Home help | | | | 6 | 170 | 213 | | | | | | |
| Residential home for the disabled | | | | 2 | 51 | 51 | | | | | | |
| Childcare support centres (sight-impaired) | 1 | 30 | 27 | | | | | | | | | |
| Total | 9 | 920 | 954 | 66 | 5130 | 4920 | 7 | 344 | 233 | 2 | 165 | 574 |

Source: *IGFSS, Social Security Statistics, 1992*

⁶⁴ *Instituições particulares de solidariedade social* - private social welfare institutions

Table 2.20: *Number of social facilities and services by provider in the municipality of Cascais in 1997*

| Year | 1997 | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁶⁵ | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Pre-school education | | | | 6 | 491 | 492 | | | | 1 | 75 | 75 |
| Leisure centres | 1 | 61 | 26 | 19 | 1 574 | 1 339 | | | | 1 | 60 | 55 |
| Holiday camps | | | | 2 | 46 | 46 | | | | | | |
| Crèches | | | | 1 | 25 | 25 | 9 | 257 | 257 | | | |
| Crèches and kindergartens | 2 | 373 | 331 | 17 | 1919 | 1873 | | | | | | |
| Family crèches | 1 | 7 | 27 | | | | | | | | | |
| Homes/board. schools for child./young people | | | | 3 | 124 | 123 | | | | | | |
| Nursing homes | 2 | 409 | 408 | 4 | 515 | 516 | 1 | 22 | 22 | | | |
| Day centres | 2 | 428 | 118 | 12 | 774 | 473 | | | | | | |
| Social centre | | | | 8 | 385 | 289 | | | | | | |
| Home help | 1 | 38 | 38 | 8 | 422 | 422 | | | | | | |
| Residential home for the disabled | 1 | 34 | 34 | 3 | 66 | 63 | | | | | | |
| Childcare support centres (sight-impaired) | | | | | | | | | | | | |
| Total | 10 | 1350 | 982 | 83 | 6341 | 5661 | 10 | 279 | 279 | 2 | 135 | 130 |

Source: IGFSS, Social Security Statistics, 1997

NB: The figure for the number of childcare facilities (crèches, crèches and kindergartens, family crèches, pre-school education) relate to 1996

⁶⁵ *instituições particulares de solidariedade social* - private social welfare institutions

Table 2.21: Total number of facilities in the municipality of Cascais in 1992 and 1997

| Year | 1992 | | | 1997 | | |
|--|-----------------|-------------|-------------|-----------------|-------------|-------------|
| | Establishments. | Capacity | Users | Establishments. | Capacity | Users |
| Pre-school education | 6 | 512 | 893 | 7 | 566 | 567 |
| Leisure centres | 21 | 1 660 | 1 433 | 21 | 1695 | 1 420 |
| Holiday camps | 1 | 10 | 143 | 2 | 46 | 46 |
| Crèches | 2 | 50 | 46 | 10 | 282 | 282 |
| Crèches and kindergartens | 22 | 2 264 | 2 066 | 19 | 2292 | 2204 |
| Family crèches | 2 | 32 | 32 | 1 | 7 | 27 |
| Homes/board. Schools for child./young people | 3 | 136 | 134 | 3 | 124 | 123 |
| Nursing homes | 6 | 689 | 668 | 7 | 946 | 946 |
| Day centres | 12 | 955 | 975 | 14 | 1 202 | 591 |
| Social centre | | | | 8 | 385 | 289 |
| Home help | 6 | 170 | 213 | 9 | 460 | 460 |
| Residential home for the disabled | 2 | 51 | 51 | 4 | 100 | 97 |
| Childcare support centres (sight-impaired) | 1 | 30 | 27 | | | |
| Total | 84 | 6559 | 6681 | 105 | 8105 | 7052 |

Source: IGFSS, Social security statistics, 1992 and 1997

Table 2.22 : Number of social facilities and services by provider in the municipality of Oeiras in 1992

| Year | 1992 | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁶⁶ | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Halfway houses (drug addicts) | | | | 2 | 17 | 12 | | | | | | |
| Pre-school education | | | | 8 | 650 | 587 | | | | | | |
| Leisure centres | | | | 16 | 1 156 | 833 | 4 | 174 | 139 | | | |
| Crèches | | | | | | | 4 | 113 | 82 | | | |
| Crèches and kindergartens | | | | 5 | 584 | 574 | 3 | 309 | 225 | | | |
| Homes/board. Schools child./young people | | | | 2 | 48 | 47 | | | | | | |
| Nursing homes | 1 | 50 | 56 | 5 | 206 | 227 | 5 | 200 | 176 | | | |
| Day centres | | | | 7 | 450 | 427 | | | | | | |
| Social centre | | | | 4 | 270 | 227 | | | | | | |
| Home help | | | | 8 | 162 | 184 | | | | | | |
| CASE- multiple disabilities | | | | 1 | 120 | 107 | | | | | | |
| Childcare support centre/physic. disab. | | | | 1 | 51 | 51 | | | | | | |
| | 1 | 50 | 56 | 59 | 3714 | 3276 | 16 | 796 | 622 | | | |

Source: IGFSS, Social security statistics, 1992

⁶⁶ Instituições particulares de solidariedade social - private social welfare institutions

Table 2.23: *Number of social facilities and services by provider in the municipality of Oeiras in 1997*

| Year | 1997 | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁶⁷ | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Halfway houses (drug addicts) | | | | 1 | 7 | 7 | | | | | | |
| Pre-school education | | | | 11 | 755 | 756 | | | | | | |
| Leisure centres | | | | 20 | 1 405 | 1 205 | 6 | 234 | 211 | | | |
| Occupational activities centre | | | | 2 | 108 | 86 | | | | 3 | 110 | 102 |
| Crèches | | | | | | | 13 | 419 | 368 | | | |
| Crèches and kindergartens | | | | 17 | 1641 | 1660 | | | | | | |
| Family crèches | | | | | | | | | | | | |
| Homes/board. Schools for child./young people | | | | 2 | 47 | 49 | | | | | | |
| Nursing homes | 1 | 75 | 73 | 4 | 146 | 146 | 8 | 266 | 223 | | | |
| Day centres | | | | 11 | 673 | 546 | | | | | | |
| Social centre | | | | 9 | 425 | 307 | | | | | | |
| Home help | | | | 12 | 467 | 467 | | | | | | |
| Residential homes | | | | 1 | 8 | 8 | | | | | | |
| Residential home for the disabled | | | | 2 | 33 | 31 | | | | 1 | 30 | 26 |
| Childcare support centre (sight-impaired) | | | | | | | | | | | | |
| Total | 1 | 75 | 73 | 92 | 5715 | 5268 | 27 | 919 | 802 | 4 | 140 | 128 |

Source: *IGFSS, Social Security Statistics, 1997*

NB: The figures for the number of childcare facilities (crèches, crèches and kindergartens, family crèches, pre-school education) relate to 1996

⁶⁷ *Instituições particulares de solidariedade social* - private social welfare institutions

Table 2.24: Total number of facilities in the municipality of Oeiras in 1992 and 1997

| Year | 1992 | | | 1997 | | |
|--|------------|-------------|-------------|------------|-------------|-------------|
| | Establish. | Capacity | Users | Establish. | Capacity | Users |
| Halfway houses (drug addicts) | 2 | 17 | 12 | 1 | 7 | 7 |
| Pre-school education | 8 | 650 | 587 | 11 | 755 | 756 |
| Leisure centres | 20 | 1330 | 972 | 26 | 1639 | 1416 |
| Occupational activities centre | | | | 5 | 218 | 188 |
| Crèches | 4 | 113 | 82 | 13 | 419 | 368 |
| Crèches and kindergartens | 8 | 893 | 799 | 17 | 1641 | 1660 |
| Family crèches | | | | | | |
| Homes/board. schools child./young people | 2 | 48 | 47 | 2 | 47 | 49 |
| Nursing homes | 11 | 456 | 459 | 13 | 487 | 442 |
| Day centres | 7 | 450 | 427 | 11 | 673 | 546 |
| Social centre | 4 | 270 | 227 | 9 | 425 | 307 |
| Home help | 8 | 162 | 184 | 12 | 467 | 467 |
| CASE- multiple disabilities | 1 | 120 | 107 | | | |
| Childcare support centre/physic. disab. | 1 | 51 | 51 | | | |
| Residential homes | | | | 1 | 8 | 8 |
| Residential home for the disabled | | | | 3 | 63 | 57 |
| Total | 76 | 4560 | 3954 | 124 | 6849 | 6271 |

Source: IGFSS, Social Security Statistics, 1992 and 1997

Table 2.25: *Personal and domestic care services in the Yellow Pages® in the municipalities of Cascais, Oeiras, Loures and Vila Franca de Xira*

| <i>Services</i> | Cascais | | Oeiras | | Loures | | V. Franca de Xira | |
|--|---------|-----|--------|-----|--------|-----|-------------------|----|
| Nurseries | 7 | | 6 | | 9 | | 4 | |
| Crèches | 5 | | | | 3 | | 1 | |
| Crèches and kindergartens | 5 | | 2 | | 3 | | 2 | |
| Colleges [primary/secondary schools] | 3 | | | | | | | |
| Private day schools | 3 | | 2 | | 8 | | | |
| Leisure centres | | | 1 | | 1 | | 1 | |
| Other childcare facilities | 5 | | 8 | | 2 | | 6 | |
| Personal services - children | 15.4% | 28 | 15.9% | 18 | 15.0% | 26 | 21.5% | 14 |
| Nursing homes | 17 | | 7 | | 12 | | 4 | |
| Rest homes | 6 | | 5 | | 9 | | | |
| Residential homes | 2 | | | | 1 | | | |
| Humanitarian institutions | | | | | 3 | | 3 | |
| Rehabilitation centre | | | | | 1 | | | |
| Social centre | | | | | 2 | | | |
| Personal services - the elderly | 13.7% | 25 | 10.6% | 12 | 16.2% | 28 | 10.8% | 7 |
| Ready meals | 12 | | 19 | | 13 | | 6 | |
| Steak houses | 11 | | 4 | | 12 | | 3 | |
| Takeaway pizza | 1 | | | | | | 1 | |
| Chinese takeaway | 1 | | | | | | | |
| Food – takeaway | 13.7% | 25 | 20.4% | 23 | 14.5% | 25 | 15.4% | 10 |
| Home and office cleaning | 13 | | 10 | | 25 | | 8 | |
| Carpet cleaning | 1 | | 1 | | 2 | | | |
| Chimney sweeping | 1 | | | | | | | |
| Landscape gardening and garden maintenance | 14 | | 5 | | 4 | | 1 | |
| Domestic cleaning and maintenance | 15.9% | 29 | 14.2% | 16 | 17.9% | 31 | 13.8% | 9 |
| Electrical appliance repairs | 22 | | 13 | | 25 | | 10 | |
| Shutter and blind repairs | | | 1 | | 2 | | | |
| Heater repairs | 8 | | | | 3 | | 1 | |
| Fridge repairs | 4 | | 3 | | 2 | | 1 | |
| Gas installation and repairs | 1 | | | | 1 | | | |
| Furniture cleaning and repairs | 1 | | 2 | | | | | |
| Domestic repairs | 2 | | | | | | | |
| Electronic equipment repairs | | | 1 | | | | 1 | |
| Cooker repairs | | | | | 1 | | | |
| Television repairs | 14 | | 7 | | 25 | | 10 | |
| Video repairs | 1 | | | | | | | |
| Small domestic repairs | 29.2% | 53 | 23.9% | 27 | 34.1% | 59 | 35.4% | 23 |
| Conference and party organisation services | 12.1% | 22 | 15% | 17 | 2.3% | 4 | 3.1% | 2 |
| Totals | | 182 | | 113 | | 173 | 100% | 65 |

Source: *Yellow Pages® on Internet. 1999 Directories. Search by municipalities.*

Table 2.26: *Number of facilities and services in the municipalities of Cascais and Oeiras*

| | | | |
|---|-------|---|-------|
| Municipality of Cascais | | Municipality of Oeiras | |
| Services and facilities for children and young people | total | Services and facilities for children and young people | total |
| Crèches | 23 | Crèches | 26 |
| Pre-school education establishments | 27 | Pre-school education establishments | 28 |
| Leisure centres | 20 | Leisure centres | 19 |
| Home for children and young people | 1 | Home for children and young people | 1 |
| Holiday centre | 1 | Holiday centre | 1 |
| Childminder | 2 | Childminder | |
| Temporary reception centre | 1 | Temporary reception centre | 1 |
| Overall total | 75 | Overall total | 76 |
| Total facilities | 41 | Total facilities | 40 |
| Services and facilities for the elderly | | Services and facilities for the elderly | |
| Old people's home | 6 | Old people's home | 9 |
| Day centre | 16 | Day centre | 10 |
| Home help service | 11 | Home help service | 11 |
| Social centre | 11 | Social centre | 9 |
| Residential home | 1 | Residential home | |
| Fostering | 1 | Fostering | |
| Overall total | 46 | Overall total | 39 |
| Total facilities | 25 | Total facilities | 25 |
| Services and facilities for the family and community | | Services and facilities for the family and community | |
| Communal care / companionship | 5 | Communal care / companionship | 3 |
| Community centre | 5 | Community centre | 1 |
| Communal refectory/cafeteria | 2 | Communal refectory/cafeteria | |
| Overall total | 12 | Overall total | 4 |
| Total facilities | 8 | Total facilities | 3 |
| Services and facilities for drug addicts | | | |
| Direct social services facility | 1 | | |
| Overall total | 1 | | |
| Total facilities | 1 | | |
| Services and facilities for people with the AIDS virus and their families | | | |
| Psychosocial care and companionship centre | 1 | | |
| Social services | 1 | | |
| Residential home | 1 | | |
| Overall total | 3 | | |
| Total facilities | 1 | | |

Source: *Carta social de serviços e equipamentos de acção social* [Social Charter of social services and facilities]. *Ministério do Trabalho e da Solidariedade* [Ministry of Labour and Social Welfare – MTS], *Departamento de Estudos. Prospectiva e Planeamento* [Research, Planning and Advancement Bureau], 1999

Table 2.27: Number of facilities and services in the municipalities of Loures e Vila Franca de Xira

| | | | |
|---|-------|---|-------|
| Municipality of Loures | | Municipality of Vila Franca de Xira | |
| Services and facilities for children and young people | total | Services and facilities for children and young people | total |
| Crèches | 35 | Crèches | 17 |
| Pre-school education establishments | 50 | Pre-school education establishments | 23 |
| Leisure centres | 52 | Leisure centres | 29 |
| Home for children and young people | 3 | Home for children and young people | |
| Holiday centre | 1 | Holiday centre | |
| Childminder | | Childminder | |
| Family crèche | 4 | Family crèche | 4 |
| Fostering | 1 | Fostering | 1 |
| Adoption | 1 | Adoption | |
| Temporary reception centre | 1 | Temporary reception centre | 1 |
| Overall total | 148 | Overall total | 58 |
| Total facilities | 91 | Total facilities | 49 |
| Services and facilities for the elderly | | Services and facilities for the elderly | |
| Old people's home | total | Old people's home | total |
| Old people's home | 17 | Old people's home | 7 |
| Day centre | 20 | Day centre | 10 |
| Home help service | 19 | Home help service | 11 |
| Social centre | 30 | Social centre | 6 |
| Residential home | 2 | Residential home | 13 |
| Fostering | | Fostering | |
| Holiday centre | 1 | Holiday centre | |
| Overall total | 89 | Overall total | 47 |
| Total facilities | 56 | Total facilities | 31 |
| Services and facilities for the family and community | | Services and facilities for the family and community | |
| Communal care / companionship | total | Communal care / companionship | Total |
| Communal care / companionship | 11 | Communal care / companionship | 4 |
| Community centre | 1 | Community centre | 1 |
| Communal refectory/cafeteria | 3 | Communal refectory/cafeteria | 1 |
| Start-up communities | 2 | Start-up communities | |
| Temporary housing centre | 2 | Temporary housing centre | |
| Overall total | 19 | Overall total | 6 |
| Total facilities | 14 | Total facilities | 6 |
| Services and facilities for drug addicts | | Services and facilities for drug addicts | |
| Direct social services facility | total | Direct social services facility | total |
| Direct social services facility | 2 | Direct social services facility | 1 |
| Halfway houses | 4 | Halfway houses | |
| Overall total | 6 | Overall total | 1 |
| Total facilities | 6 | Total facilities | 1 |

Source: *Social Charter of social services and facilities*. MTS, Research, Planning and Advancement Bureau, 1999

Table 2.28: *People in work in the municipality of Cascais by economic activity in 1995 and 1997*

| Category of economic activity | 1995 | | | | | | 1997 | | | | | | % Va 199 199 |
|--|--------|--------|--------|------------|------|-------|--------|--------|--------|------------|------|-------|--------------------|
| | Number | | | Percentage | | | Number | | | Percentage | | | |
| | M | W | Total | M | W | Total | M | W | Total | M | W | Total | |
| Personal and domestic goods repairs | 43 | 33 | 76 | 0.2 | 0.2 | 0.2 | 42 | 9 | 51 | 0.2 | 0.1 | 0.2 | -32 |
| Cafeterias and meals-on-wheels | 24 | 127 | 151 | 0.1 | 0.9 | 0.5 | 36 | 106 | 142 | 0.2 | 0.7 | 0.4 | -6.0 |
| Pre-school and basic education (1st cycle) | 49 | 432 | 481 | 0.3 | 3.1 | 1.5 | 41 | 567 | 608 | 0.2 | 3.7 | 1.8 | 26.0 |
| Social work | 101 | 871 | 972 | 0.6 | 6.2 | 3.0 | 146 | 945 | 1091 | 0.8 | 6.1 | 3.2 | 12.0 |
| Total people in work in the 4 sectors | 217 | 1 463 | 1 680 | 1.2 | 10.5 | 5.2 | 265 | 1 627 | 1 892 | 1.4 | 10.5 | 5.6 | 12.0 |
| Total people in work in the municipality | 18086 | 13 946 | 32 032 | 100 | 100 | 100 | 18 500 | 15 445 | 33 945 | 100 | 100 | 100 | 6.0 |

Source: *Establishment plan, DEMTS, 1995 and 1997*

Table 2.29: *People in work in the municipality of Oeiras by economic activity in 1995 and 1997*

| Category of economic activity | 1995 | | | | | | 1997 | | | | | | % Va 199 199 |
|--|--------|--------|--------|------------|-----|-------|--------|--------|--------|------------|------|-------|--------------------|
| | Number | | | Percentage | | | Number | | | Percentage | | | |
| | M | W | Total | M | W | Total | M | W | Total | M | W | Total | |
| Personal and domestic goods repairs | 78 | 8 | 86 | 0.4 | 0.1 | 0.2 | 38 | 9 | 47 | 0.1 | 0.1 | 0.1 | -45 |
| Cafeterias and meals-on-wheels | 118 | 341 | 459 | 0.5 | 2.6 | 1.3 | 117 | 512 | 629 | 0.5 | 3.1 | 1.5 | 37.0 |
| Pre-school and basic education (1st cycle) | 41 | 286 | 327 | 0.2 | 2.2 | 0.9 | 31 | 457 | 488 | 0.1 | 2.7 | 1.2 | 49.0 |
| Social work | 44 | 588 | 632 | 0.2 | 4.5 | 1.8 | 55 | 700 | 755 | 0.2 | 4.2 | 1.8 | 19.0 |
| Total people in work in the 4 sectors | 281 | 1 223 | 1 504 | 1.3 | 9.3 | 4.3 | 241 | 1 678 | 1 919 | 0.9 | 10.1 | 4.5 | 27.0 |
| Total people in work in the municipality | 21 535 | 13 085 | 34 620 | 100 | 100 | 100 | 25 710 | 16 689 | 42 399 | 100 | 100 | 100 | 22.0 |

Source: *Establishment plan, DEMTS, 1995 and 1997*

Table 2.30: *People in work in the municipality of Cascais in 1993 and 1997 by category of economic activity and gender*

| Year | Services | Male | Female | Total | % men | % women |
|-------------|--|-------------|---------------|--------------|--------------|----------------|
| 1993 | Infant schools | 45 | 572 | 617 | 7.3 | 92.7 |
| 1997 | Pre-school education | 29 | 466 | 495 | 5.9 | 94.1 |
| 1993 | Residential/semi-residential support institution | 18 | 247 | 265 | 6.8 | 93.2 |
| 1993 | Non-residential support institution | 9 | 97 | 106 | 8.5 | 91.5 |
| 1993 | Social services institutions, unspecified | 86 | 155 | 241 | 35.7 | 64.3 |
| 1993 | Total | 113 | 499 | 612 | 18.5 | 81.5 |
| 1997 | Social services for children and young people, w. housing | 3 | 42 | 45 | 6.7 | 93.3 |
| 1997 | Social services for the disabled, residential | 1 | 52 | 53 | 1.9 | 98.1 |
| 1997 | Social services for the elderly, with housing | 9 | 127 | 136 | 6.6 | 93.4 |
| 1997 | Social services with housing, unspecified | 2 | 16 | 18 | 11.1 | 88.9 |
| 1997 | Social services for children and young people, without housing | 43 | 425 | 468 | 9.2 | 90.8 |
| 1997 | Social services for the disabled, non-residential | 2 | 6 | 8 | 25.0 | 75.0 |
| 1997 | Social services for the elderly, without housing | 7 | 52 | 59 | 11.9 | 88.1 |
| 1997 | Total | 67 | 720 | 787 | 8.5 | 91.5 |
| 1993 | Footwear and leather goods repairs | 3 | | 3 | 100 | |
| 1993 | Electrical equipment repairs | 42 | 14 | 56 | 75.0 | 25.0 |
| 1993 | Clock, watch and jewellery repairs | | | | | |
| 1993 | Other unspecified repair services | 2 | 1 | 3 | 66.7 | 33.3 |
| 1993 | Total | 47 | 15 | 62 | 75.8 | 24.2 |
| 1997 | Footwear and leather goods repairs | 13 | | 13 | 100 | |
| 1997 | Electrical equipment repairs | 26 | 8 | 34 | 76.5 | 23.5 |
| 1997 | Clock, watch and jewellery repairs | | | | | |
| 1997 | Personal and domestic goods repairs | 3 | 1 | 4 | 75.0 | 25.0 |
| 1997 | Total | 42 | 9 | 51 | 82.4 | 17.6 |
| 1993 | Laundries and dye works | 20 | 57 | 77 | 26.0 | 74.0 |
| 1997 | Washing and dry cleaning of textiles and hides | 30 | 120 | 150 | 20.0 | 80.0 |
| 1997 | Cafeterias | 22 | 88 | 110 | 20.0 | 80.0 |
| 1997 | Meals-on-wheels | 14 | 18 | 32 | 43.8 | 56.3 |
| 1997 | Total | 36 | 106 | 142 | 25.4 | 74.6 |

Source: *Establishment plan, DEMTS, 1993 and 1997*

Table 2.31: *People in work in the municipality of Oeiras in 1993 and 1997 by category of economic activity and gender*

| Year | Services | Male | Female | Total | % men | % women |
|------|--|------|--------|-------|-------|---------|
| 1993 | Infant school | 23 | 247 | 270 | 8.5 | 91.5 |
| 1997 | Pre-school education | 22 | 405 | 427 | 5.2 | 94.8 |
| 1993 | Residential/semi-residential support institutions | 57 | 253 | 310 | 18.4 | 81.6 |
| 1993 | Non-residential support institution | 1 | 9 | 10 | 10.0 | 90.0 |
| 1993 | Social services institutions, unspecified | 2 | 35 | 37 | 5.4 | 94.6 |
| 1993 | Total | 60 | 297 | 357 | 16.8 | 83.2 |
| 1997 | Social services for children and young people, with housing | | 1 | 1 | | 100 |
| 1997 | Social services for the disabled, residential | | | | | |
| 1997 | Social services for the elderly, with housing | 12 | 121 | 133 | 9.0 | 91.0 |
| 1997 | Social services with housing, unspecified | 1 | 63 | 64 | 1.6 | 98.4 |
| 1997 | Social services for children and young people, without housing | 321 | 5 | 326 | 98.5 | 1.5 |
| 1997 | Social services for the disabled, non-residential | 98 | 17 | 115 | 85.2 | 14.8 |
| 1997 | Social services for the elderly, without housing | 25 | 4 | 29 | 86.2 | 13.8 |
| 1997 | Total | 457 | 211 | 668 | 68.4 | 31.6 |
| 1993 | Footwear and leather goods repairs | 12 | 2 | 14 | 85.7 | 14.3 |
| 1993 | Electrical equipment repairs | 52 | 8 | 60 | 86.7 | 13.3 |
| 1993 | Clock, watch and jewellery repairs | | | | | |
| 1993 | Other unspecified repair services | 9 | 5 | 14 | 64.3 | 35.7 |
| 1993 | Total | 73 | 15 | 88 | 83.0 | 17.0 |
| 1997 | Footwear and leather goods repairs | 1 | 1 | 2 | 50.0 | 50.0 |
| 1997 | Electrical equipment repairs | 34 | 7 | 41 | 82.9 | 17.1 |
| 1997 | Clock, watch and jewellery repairs | 3 | 1 | 4 | 75.0 | 25.0 |
| 1997 | Personal and domestic goods repairs | | | | | |
| 1997 | Total | 38 | 9 | 47 | 80.9 | 19.1 |
| 1993 | Laundries and dye works | 4 | 58 | 62 | 6.5 | 93.5 |
| 1997 | Washing and dry cleaning of textiles and hides | 24 | 134 | 158 | 15.2 | 84.8 |
| 1997 | Cafeterias | 110 | 502 | 612 | 18.0 | 82.0 |
| 1997 | Meals-on-wheels | 7 | 10 | 17 | 41.2 | 58.8 |
| 1997 | Total | 117 | 512 | 629 | 18.6 | 81.4 |

Source: *Establishment plan, DEMTS, 1993 and 1997*

Table 2.32: *Number of workers with occupations related to household services in the municipalities of Cascais and Oeiras in 1991*

| Occupations – CITP ⁶⁸ (1991 censuses) | | Cascais | | | Oeiras | | |
|--|--|---------|-------|--------|--------|-------|-------|
| | | M | W | total | M | W | total |
| 1318 | Company managers in personal and domestic services (small companies) | 22 | 20 | 42 | 22 | 12 | 34 |
| 3231 | Nurses | 87 | 653 | 740 | 121 | 676 | 797 |
| 3320 | Pre-primary education teaching staff | 24 | 380 | 404 | 8 | 439 | 447 |
| 5121 | Stewards, housekeepers and allied workers | 105 | 89 | 194 | 45 | 36 | 81 |
| 5122 | Cooks | 426 | 854 | 1280 | 180 | 633 | 813 |
| 5123 | Waiting staff and allied workers | 1778 | 878 | 2656 | 795 | 561 | 1356 |
| 5131 | Childminders | 12 | 179 | 191 | 16 | 176 | 192 |
| 5132 | Health service assistants | 127 | 241 | 368 | 95 | 260 | 355 |
| 5133 | Social workers (social trainers) | 4 | 18 | 22 | | 7 | 7 |
| 5139 | Childminders and female companions not elsewhere classified | 7 | 82 | 89 | 1 | 39 | 40 |
| 5142 | Female companions and room maids – private houses | | 5 | 5 | | 3 | 3 |
| 5149 | Workers in personal and domestic services not elsewhere classified | 21 | 6 | 27 | 6 | 3 | 9 |
| 7136 | Plumbers and pipe fitters | 281 | 6 | 287 | 148 | 4 | 152 |
| 7137 | Electricians (construction) | 233 | 7 | 240 | 173 | 5 | 178 |
| 7141 | Painters (construction) | 563 | 15 | 578 | 281 | 2 | 283 |
| 7142 | Spray painters and allied workers | 217 | 12 | 229 | 153 | 8 | 161 |
| 7242 | Electronic apparatus installation-repair | 149 | 17 | 166 | 192 | 14 | 206 |
| 7243 | Radio and television repairers | 33 | 1 | 34 | 33 | | 33 |
| 9113 | Door-to-door or telephone sales staff | 72 | 58 | 130 | 61 | 42 | 103 |
| 9131 | Private home cleaners and allied workers | 185 | 4089 | 4274 | 99 | 2558 | 2657 |
| 9132 | Office and hotel cleaners and allied workers | 199 | 1577 | 1776 | 112 | 1132 | 1244 |
| 9133 | Clothes washing and ironing staff | 17 | 174 | 191 | 9 | 104 | 113 |
| <i>Total</i> | | 4 562 | 9 361 | 13 923 | 2 551 | 6 714 | 9 265 |

Source: *INE, 1991 censuses*

⁶⁸ *Classificação internacional tipo de profissões - International Standard Classification of Occupations -*

Table 2.33: *Placements made in 1996 by category of economic activity and municipality*

| CNP⁶⁹ | Designation | Cascais | Oeiras | Loures | Vila Franca de Xira |
|-------------------------|---|----------------|---------------|---------------|----------------------------|
| 0/1 | Scientific, technical and artistic professions | 28 | 12 | 15 | 10 |
| 3 | Administrative staff and allied workers | 156 | 46 | 184 | 124 |
| 4 | Trade and sales staff | 65 | 22 | 49 | 44 |
| 5 | Services staff and allied workers | 233 | 29 | 139 | 52 |
| 6 | Farmers, farm workers and fishermen | 5 | 1 | 3 | 3 |
| 7-0 | Foremen and allied workers | 2 | | 3 | 3 |
| 7-1 | Miners, quarry workers, drillers and allied workers | | | 1 | |
| 7-5 | Textile and allied workers | | | | 1 |
| 7-7 | Food and drinks manufacturing workers | 6 | | 8 | 1 |
| 7-9 | Tailors, seamstresses and allied workers | 3 | 4 | 30 | 11 |
| 8-0 | Footwear and leather goods workers | 1 | | 1 | |
| 8-1 | Cabinetmakers, carpenters, cork and allied workers | 3 | 2 | 15 | 3 |
| 8-3 | Metal workers, mechanical metal workers, machinery and tool operators, etc. | 4 | 1 | 2 | 10 |
| 8-4 | Machinery and engine fitters and repairers | 8 | 3 | 25 | 6 |
| 8-5 | Electricians and allied workers in electricity and electronics | 16 | 9 | 27 | 12 |
| 8-6 | Radio and television station operators and allied workers | | 1 | | |
| 8-7 | Metal workers, metal structure fitters, plumbers and welders | 12 | 2 | 44 | 19 |
| 8-9 | Glassmakers, brickmakers and allied workers | | 1 | 1 | |
| 9-2 | Compositors, printers, bookbinders and allied workers | 1 | | 21 | 4 |
| 9-3 | Painters and allied workers | 4 | 2 | 11 | 7 |
| 9-5 | Bricklayers, carpenters, building and shipbuilding workers | 14 | 6 | 21 | 4 |
| 9-6 | Machinery and fixed equipment drivers | | | | 3 |
| 9-7 | Packers, loaders, lifting and excavating machinery drivers | 4 | 1 | 18 | 20 |
| 9-8 | Vehicle drivers and allied workers | 31 | 10 | 59 | 14 |
| 9-9 | Undifferentiated workers not elsewhere classified | 110 | 20 | 187 | 171 |
| | Total | 706 | 172 | 864 | 522 |

Source: *IEFP [Instituto de Emprego e Formação Profissional - Employment and Vocational Training Institute] - Lisboa e Vale do Tejo Regional Department*

⁶⁹ *Classificação Nacional de Profissões - National Classification of Occupations*

Table 2.34: *Number of job creation schemes approved in 1996 by category of economic activity and municipality*

| Category of economic activity | Cascais | | | Oeiras | | | Loures | | | Vila Franca de Xira | | |
|---|-------------------|------------------|--------------------|--------|----|------|--------|-----|------|---------------------|----|------|
| | CPE ⁷⁰ | AC ⁷¹ | ACPE ⁷² | CPE | AC | ACPE | CPE | AC | ACPE | CPE | AC | ACPE |
| Poorly defined activities | | | | | | | | 1 | | | | |
| Agriculture and fisheries | | | | | | | | 1 | | | | |
| Food industries | | | | | 1 | | | 4 | | | | |
| Food industries | | | | | | | | 1 | | | | |
| Textile industries | | | | | | | 3 | | 1 | | | |
| Clothing manufacture | | | | | | | 3 | 16 | | | | |
| Timber, manufacture of wooden articles | | 1 | | | | | 2 | | | | | |
| Furniture manufact., except metal and plastic | | | | | 1 | | 3 | 8 | | | | |
| Paper industries | | | | | 8 | | | 9 | | | | |
| Graphic arts and publishing | | 4 | | 4 | 1 | | | 3 | 1 | | | |
| Industrial chemical prod. manufacture | | | | | | | | 5 | | | | |
| Manufacture of other chemical products | | 2 | | | | | | | | | | |
| Plastic goods manufacture | | | | | | | | 1 | | | | |
| Glass and glassware manufacture | | | | | 2 | | | | | | | |
| Non ferrous basic metals industries | | | | | 1 | | | | | | | |
| Metallic products manufacture | | 1 | | | 1 | | | 30 | | | | |
| Non-electrical machinery manufacture | 1 | | | | | | 5 | 3 | | 1 | | |
| Electrical machinery manufacture | | | | | | | 3 | 2 | | | | |
| Transport equipment manufacture | | | | | | | | 2 | | | | |
| Electricity, gas and steam | | 1 | | | | | | | | | | |
| Building and civil engineering | 1 | 2 | | | 1 | | 9 | 14 | | | | |
| Wholesale trade | 3 | 2 | | 2 | 6 | | 6 | 8 | | | | |
| Retail trade | 10 | 22 | | 17 | 16 | | 30 | 28 | | | | |
| Restaurants, cafés and allied activity | | 3 | | | 9 | | 15 | 11 | | | | |
| Hotels, boarding houses, camp sites | | | | | 1 | | | | | | | |
| Land transport | | | | 3 | | | 4 | 11 | | | | |
| Services related to transport | | 2 | | 1 | | | | 1 | | | | |
| Communications | | | | | | | | 5 | | | | |
| Insurance | | | | | | | 1 | | | | | |
| Property transactions | | 1 | | | | | 1 | | | | | |
| Services provided to companies | 6 | 20 | | 12 | 36 | | 13 | 38 | | | | |
| Plant and machinery hire | | | | | 3 | | | | | | | |
| General services | | | | | | | 1 | 3 | | | | |
| Health administration | | 3 | | | 4 | | | | | | | |
| Housing and collective devel. administration | | 3 | | | | | | | | | | |
| Other collective and social services | | | | | 2 | | | | | | | |
| Hygiene and cleaning services | | | | | | | | 8 | | | | |
| Education services | | | | | | | 1 | 3 | | | | |
| Health and veterinary services | 1 | | | | | | 1 | 3 | | | | |
| Humanitarian and social services institutions | | | | | | | | 2 | | | | |
| Other community services | | 1 | | | | | | | | | | |
| Cinema, theatre, radio, TV | | | | | | | 2 | | | | | |
| Leisure and recreational services | | 1 | | | | | | | | | | |
| Sundry repair services | | 3 | | | 2 | | 3 | 4 | | 1 | | |
| Laundries and dye works | 1 | | | | 3 | | | | | | | |
| Sundry personal services | 1 | | | 1 | | | 1 | 4 | 1 | | | |
| Total | 24 | 72 | 0 | 40 | 98 | 0 | 107 | 229 | 3 | 2 | 0 | 0 |

Source: *IEFP – Lisboa e Vale do Tejo Regional Department*

⁷⁰ *Criação do próprio emprego* – Self-employment.

⁷¹ *Apoio à Contratação* - Support for the Hiring of Employees

⁷² *Apoio à Criação do Próprio Emprego* – Support for self-employment.

Table 2.35: Number of social facilities and services by provider in the municipality of Loures in 1992

| Year | 1992 | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁷³ | | | Private | | | Co-operative | | |
| Provider | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Drug addiction unit | | | | 1 | 40 | 35 | | | | | | |
| Pre-school education | 1 | 110 | 103 | 8 | 407 | 401 | | | | | | |
| Leisure centres | 4 | 100 | 93 | 22 | 1 286 | 1 235 | | | | | | |
| Crèches | | | | 6 | 147 | 147 | 5 | 97 | 97 | | | |
| Crèches and kindergartens | | | | 16 | 1 536 | 1 491 | 5 | 427 | 408 | | | |
| Homes/board. schools children/young people | | | | 3 | 243 | 236 | | | | | | |
| Nursing homes | 2 | 230 | 91 | 12 | 655 | 583 | 5 | 139 | 139 | | | |
| Day centres | 2 | 70 | 34 | 11 | 630 | 529 | | | | | | |
| Social centre | 1 | 80 | 85 | 10 | 860 | 586 | | | | | | |
| Home help | | | | 14 | 130 | 300 | | | | | | |
| Residential homes | | | | 2 | 13 | 12 | | | | | | |
| Total | 10 | 590 | 406 | 105 | 5934 | 5555 | 15 | 663 | 644 | | | |

Source: IGFSS, Department of Social Security Statistics, 1992

Table 2.36: Number of social facilities and services by provider in the municipality of Loures in 1997

| Year | | | | | | | | | | | | |
|--|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁷⁴ | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Halfway houses (drug addicts) | | | | | | | 1 | 6 | 6 | | | |
| Drug addiction unit | | | | 2 | 68 | 59 | | | | | | |
| Pre-school education | | | | 8 | 407 | 379 | | | | | | |
| Leisure centres | 1 | 42 | 10 | 29 | 1 768 | 1 448 | | | | | | |
| Crèches | | | | 1 | 50 | 50 | 13 | 344 | 245 | | | |
| Crèches and kindergartens | 1 | 145 | 141 | 16 | 1510 | 1489 | | | | 1 | 95 | 88 |
| Family crèches | 1 | 22 | 88 | 2 | 20 | 80 | | | | | | |
| Homes/board. schools for child./young people | | | | 4 | 215 | 218 | | | | | | |
| Nursing homes | 1 | 90 | 90 | 13 | 679 | 648 | 4 | 124 | 120 | | | |
| Day centres | 1 | 30 | 25 | 16 | 970 | 635 | | | | | | |
| Social centre | 1 | 80 | 35 | 18 | 2 095 | 675 | | | | | | |
| Home help | 1 | 25 | 25 | 18 | 513 | 513 | | | | | | |
| Residential homes | | | | 2 | 23 | 23 | | | | | | |
| Total | 8 | 434 | 414 | 129 | 8318 | 6217 | 18 | 474 | 365 | 1 | 95 | 88 |

Source: IGFSS, Department of Social Security Statistics, 1997

NB: The figures for the number of childcare facilities (crèches, crèches and kindergartens, family crèches, pre-school education) relate to 1996

⁷³ Instituições particulares de solidariedade social - private social welfare institutions⁷⁴ Instituições particulares de solidariedade social - private social welfare institutions

Table 2.37: Total number of facilities in the municipality of Loures in 1992 and 1997

| Year | 1992 | | | 1997 | | |
|--|-----------------|----------|-------|----------------|----------|-------|
| | Establishments. | Capacity | Users | Establishments | Capacity | Users |
| Halfway houses (drug addicts) | | | | 1 | 6 | 6 |
| Drug addiction unit | 1 | 40 | 35 | 2 | 68 | 59 |
| Pre-school education | 9 | 517 | 504 | 8 | 407 | 379 |
| Leisure centres | 26 | 1 386 | 1 328 | 30 | 1810 | 1 458 |
| Crèches | 11 | 244 | 244 | 14 | 394 | 295 |
| Crèches and kindergartens | 21 | 1 963 | 1 899 | 18 | 1750 | 1718 |
| Family crèches | | | | 3 | 42 | 168 |
| Homes/board. schools for child./young people | 3 | 243 | 236 | 4 | 215 | 218 |
| Nursing homes | 19 | 1 024 | 813 | 18 | 893 | 858 |
| Day centres | 13 | 700 | 563 | 17 | 1 000 | 660 |
| Social centre | 11 | 940 | 671 | 19 | 2 175 | 710 |
| Home help | 14 | 130 | 300 | 19 | 538 | 538 |
| Residential homes | 2 | 13 | 12 | 2 | 23 | 23 |

Source: IGFSS, Department of Social Security Statistics, 1992 and 1997

Table 2.38: Number of social facilities and services by provider in the municipality of Vila Franca de Xira in 1992

| Year | 1992 | | | | | | | | | | | |
|---------------------------|----------|----------|-------|--------------------|----------|-------|----------|----------|-------|--------------|----------|-------|
| | State | | | IPSS ⁷⁵ | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Pre-school education | | | | 2 | 124 | 124 | | | | | | |
| Leisure centres | | | | 12 | 1 874 | 1 758 | 1 | 22 | 22 | 1 | 75 | 73 |
| Crèches | | | | | | | 1 | 22 | 5 | | | |
| Crèches and kindergartens | | | | 12 | 1 685 | 1 659 | | | | 1 | 100 | 100 |
| Nursing homes | | | | 6 | 237 | 236 | | | | | | |
| Day centres | | | | 7 | 397 | 367 | | | | | | |
| Social centre | | | | 2 | 55 | 53 | | | | | | |
| Home help | | | | 8 | 166 | 231 | | | | | | |
| Residential homes | | | | 2 | 26 | 26 | | | | | | |
| Total | | | | 51 | 4564 | 4454 | 2 | 44 | 27 | 2 | 175 | 173 |

Source: IGFSS, Department of Social Security Statistics, 1992

⁷⁵ Instituições particulares de solidariedade social - private social welfare institutions

Table 2.39: *Number of social facilities and services by provider in the municipality of Vila Franca de Xira in 1997*

| Year | 1997 | | | | | | | | | | | |
|--------------------------------|----------|-----------|-----------|-----------|-------------|-------------|----------|-----------|-----------|--------------|------------|------------|
| | State | | | IPSS | | | Private | | | Co-operative | | |
| Providers | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users | Facility | Capacity | Users |
| Pre-school education | | | | 1 | 50 | 50 | | | | | | |
| Occupational activities centre | | | | | | | | | | 2 | 152 | 76 |
| Leisure centres | 1 | 60 | 36 | 21 | 1 545 | 1 441 | 1 | 22 | 16 | 1 | 65 | 65 |
| Crèches | | | | 1 | 110 | 110 | | | | | | |
| Crèches and kindergartens | | | | 12 | 2062 | 1967 | | | | | | |
| Family crèches | | | | 4 | 67 | 261 | | | | | | |
| Nursing homes | | | | 6 | 268 | 262 | | | | | | |
| Day centres | | | | 9 | 547 | 487 | | | | | | |
| Social centre | | | | 2 | 190 | 135 | | | | | | |
| Home help | | | | 11 | 380 | 380 | | | | | | |
| Residential homes | | | | 1 | 12 | 12 | | | | | | |
| Total | 1 | 60 | 36 | 68 | 5231 | 5055 | 1 | 22 | 16 | 3 | 217 | 141 |

Source: *IGFSS, Department of Social Security Statistics, 1997*

NB: The figures for the number of childcare facilities (crèches, crèches and kindergartens, family crèches, pre-school education) relate to 1996

Table 2.40: *Total number of facilities in the municipality of Vila Franca de Xira in 1992 and 1997*

| Year | 1992 | | | 1997 | | |
|---------------------------------|----------------|-------------|-------------|----------------|-------------|-------------|
| | Establishments | Capacity | Users | Establishments | Capacity | Users |
| Pre-school education | 2 | 124 | 124 | 1 | 50 | 50 |
| Occupational activities centres | | | | 2 | 152 | 76 |
| Leisure centres | 24 | 1 971 | 1 853 | 24 | 1 692 | 1 558 |
| Crèches | 1 | 22 | 5 | 1 | 110 | 110 |
| Crèches and kindergartens | 13 | 1 785 | 1 759 | 12 | 2062 | 1967 |
| Family crèches | | | | 4 | 67 | 261 |
| Nursing homes | 6 | 237 | 236 | 6 | 268 | 262 |
| Day centres | 7 | 397 | 367 | 9 | 547 | 487 |
| Social centre | 2 | 55 | 53 | 2 | 190 | 135 |
| Home help | 8 | 166 | 231 | 11 | 380 | 380 |
| Residential homes | 2 | 26 | 26 | 1 | 12 | 12 |
| Total | 65 | 4783 | 4654 | 73 | 5530 | 5298 |

Source: *IGFSS, Department of Social Security Statistics, 1992 and 1997*

Table 2.41: *People in work in the municipality of Loures by economic activity in 1995 and 1997*

| Category of economic activity | 1995 | | | | | | 1997 | | | | | | % Var. 1995/1997 |
|--|--------|--------|--------|------------|-----|-------|--------|--------|--------|------------|-----|-------|------------------|
| | Number | | | Percentage | | | Number | | | Percentage | | | |
| | M | W | Total | M | W | Total | M | W | Total | M | W | Total | |
| Personal and domestic goods repairs | 37 | 17 | 54 | 0.1 | 0.1 | 0.1 | 38 | 16 | 54 | 0.1 | 0.1 | 0.1 | 0.0 |
| Cafeterias and meals -on-wheels | 124 | 445 | 569 | 0.3 | 2.1 | 1.0 | 112 | 404 | 516 | 0.3 | 1.9 | 0.9 | -9.3 |
| Pre-school and basic education (1st cycle) | 28 | 474 | 502 | 0.1 | 2.2 | 0.8 | 41 | 552 | 593 | 0.1 | 2.6 | 1.0 | 18.1 |
| Social work | 77 | 505 | 582 | 0.2 | 2.4 | 1.0 | 70 | 658 | 728 | 0.2 | 3.1 | 1.2 | 25.1 |
| Total people in work in the 4 sectors | 266 | 1 441 | 1 707 | 0.7 | 6.7 | 2.9 | 261 | 1 630 | 1 891 | 0.7 | 7.6 | 3.2 | 10.8 |
| Total people in work in the municipality | 37 835 | 21 477 | 59 312 | 100 | 100 | 100 | 38 520 | 21 316 | 59 836 | 100 | 100 | 100 | 0.9 |

Source: *Establishment plan, DEMTS, 1995 and 1997*

Table 2.42: *People in work in the municipality of Vila Franca de Xira by economic activity in 1995 and 1997*

| Category of economic activity | 1995 | | | | | | 1997 | | | | | | % Var. 1995/1997 |
|--|--------|-------|--------|------------|------|-------|--------|-------|--------|------------|------|-------|------------------|
| | Number | | | Percentage | | | Number | | | Percentage | | | |
| | M | W | Total | M | W | Total | M | W | Total | M | W | Total | |
| Personal and domestic goods repairs | 12 | 2 | 14 | 0.1 | 0.0 | 0.1 | 14 | 4 | 18 | 0.1 | 0.1 | 0.1 | 28.6 |
| Cafeterias and meals -on-wheels | 61 | 250 | 311 | 0.5 | 3.7 | 1.6 | 10 | 172 | 182 | 0.1 | 2.2 | 0.8 | -41.5 |
| Pre-school and basic education (1st cycle) | 18 | 509 | 527 | 0.1 | 7.6 | 2.7 | 13 | 298 | 311 | 0.1 | 3.8 | 1.4 | -41.0 |
| Social work | 18 | 389 | 407 | 0.1 | 5.8 | 2.0 | 55 | 878 | 933 | 0.4 | 11.1 | 4.2 | 129.2 |
| Total people in work in the 4 sectors | 109 | 1 150 | 1 259 | 0.8 | 17.2 | 6.3 | 92 | 1 352 | 1 444 | 0.6 | 17.1 | 6.4 | 14.7 |
| Total people in work in the municipality | 13 198 | 6 687 | 19 885 | 100 | 100 | 100 | 14 554 | 7 905 | 22 459 | 100 | 100 | 100 | 12.9 |

Source: *Establishment plan, DEMTS, 1995 and 1997*

Table 2.43: *People in work in the municipality of Loures in 1993 and 1997 by category of economic activity and gender*

| Year | Services | Male | Female | Total | % men | % women |
|------|--|------|--------|-------|-------|---------|
| 1993 | Infant school | 13 | 282 | 295 | 4.4 | 95.6 |
| 1997 | Pre-school education | 26 | 421 | 447 | 5.8 | 94.2 |
| 1993 | Residential/semi-residential support institutions | 38 | 377 | 415 | 9.2 | 90.8 |
| 1993 | Non-residential support institutions | | 29 | 29 | | 100 |
| 1993 | Social services institutions, unspecified | 23 | 9 | 32 | 71.9 | 28.1 |
| 1993 | Total | 61 | 415 | 476 | 12.8 | 87.2 |
| 1997 | Social services for children and young people, with housing | 1 | 13 | 14 | 7.1 | 92.9 |
| 1997 | Social services for the disabled, residential | | | | | |
| 1997 | Social services for the elderly, with housing | 17 | 198 | 215 | 7.9 | 92.1 |
| 1997 | Social services with housing, unspecified | 4 | 67 | 71 | 5.6 | 94.4 |
| 1997 | Social services for children and young people, without housing | 21 | 252 | 273 | 7.7 | 92.3 |
| 1997 | Social services for the disabled, non-residential | | | | | |
| 1997 | Social services for the elderly, without housing | 3 | 64 | 67 | 4.5 | 95.5 |
| 1997 | Total | 46 | 594 | 640 | 7.2 | 92.8 |
| 1993 | Footwear and leather goods repairs | 5 | | 5 | 100 | |
| 1993 | Electrical equipment repairs | 66 | 11 | 77 | 85.7 | 14.3 |
| 1993 | Clock, watch and jewellery repairs | | 1 | 1 | | 100 |
| 1993 | Other unspecified repair services | 98 | 17 | 115 | 85.2 | 14.8 |
| 1993 | Total | 169 | 29 | 198 | 85.4 | 14.6 |
| 1997 | Footwear and leather goods repairs | 6 | 3 | 9 | 66.7 | 33.3 |
| 1997 | Electrical equipment repairs | 31 | 12 | 43 | 72.1 | 27.9 |
| 1997 | Clock, watch and jewellery repairs | | 1 | 1 | | 100 |
| 1997 | Personal and domestic goods repairs | 1 | | 1 | 100 | |
| 1997 | Total | 38 | 16 | 54 | 70.4 | 29.6 |
| 1993 | Laundries and dye works | 60 | 208 | 268 | 22.4 | 77.6 |
| 1997 | Washing and dry cleaning of textiles and hides | 77 | 201 | 278 | 27.7 | 72.3 |
| 1997 | Cafeterias | 39 | 337 | 376 | 10.4 | 89.6 |
| 1997 | Meals-on-wheels | 73 | 67 | 140 | 52.1 | 47.9 |
| 1997 | Total | 112 | 404 | 516 | 21.7 | 78.3 |

Source: *Establishment plan, DEMTS, 1993 and 1997*

Table 2.44: *People in work in the municipality of Vila Franca de Xira in 1993 and 1997 by category of economic activity and gender*

| Year | Services | Male | Female | Total | % men | % women |
|-------------|--|-------------|---------------|--------------|--------------|----------------|
| 1993 | Infant school | 11 | 413 | 424 | 2.6 | 97.4 |
| 1997 | Pre-school education | 9 | 268 | 277 | 3.2 | 96.8 |
| 1993 | Residential/semi-residential support institutions | 8 | 355 | 363 | 2.2 | 97.8 |
| 1993 | Non-residential support institutions | | 8 | 8 | | 100 |
| 1993 | Social services institutions, unspecified | | | | | |
| 1993 | Total | 8 | 363 | 371 | 2.2 | 97.8 |
| 1997 | Social services for children and young people, with housing | | | | | |
| 1997 | Social services for the disabled, residential | | | | | |
| 1997 | Social services for the elderly, with housing | 1 | 65 | 66 | 1.5 | 98.5 |
| 1997 | Social services with housing, unspecified | | | | | |
| 1997 | Social services for children and young people, without housing | 5 | 249 | 254 | 2.0 | 98.0 |
| 1997 | Social services for the disabled, non-residential | | | | | |
| 1997 | Social services for the elderly, without housing | 3 | 52 | 55 | 5.5 | 94.5 |
| 1997 | Total | 9 | 366 | 375 | 2.4 | 97.6 |
| 1993 | Footwear and leather goods repairs | | | | | |
| 1993 | Electrical equipment repairs | 8 | 1 | 9 | 88.9 | 11.1 |
| 1993 | Clock, watch and jewellery repairs | | | | | |
| 1993 | Other unspecified repair services | 2 | | 2 | 100 | |
| 1993 | Total | 10 | 1 | 11 | 90.9 | 9.1 |
| 1997 | Footwear and leather goods repairs | | | | | |
| 1997 | Electrical equipment repairs | 12 | 4 | 16 | 75.0 | 25.0 |
| 1997 | Clock, watch and jewellery repairs | | | | | |
| 1997 | Personal and domestic goods repairs | 2 | | 2 | 100 | |
| 1997 | Total | 14 | 4 | 18 | 77.8 | 22.2 |
| 1993 | Laundries and dye works | | | | | |
| 1997 | Washing and dry cleaning of textiles and hides | 8 | 21 | 29 | 27.6 | 72.4 |
| 1997 | Cafeterias | 10 | 172 | 182 | 5.5 | 94.5 |
| 1997 | Meals-on-wheels | | | | | |
| 1997 | Total | 10 | 172 | 182 | 5.5 | 94.5 |

Source: *Establishment plan, DEMTS, 1993 and 1997*

Table 2. 45: *Number of workers with occupations related to household services in the municipalities of Loures and Vila Franca de Xira in 1991*

| Occupations CITP ⁷⁶ (1991 censuses) | | Loures | | | V. Franca de Xira | | |
|--|--|--------|--------|--------|-------------------|-------|-------|
| | | M | W | total | M | W | Total |
| 1318 | Company managers in personal and domestic services (small companies) | 19 | 18 | 37 | 3 | 5 | 8 |
| 3231 | Nurses | 306 | 1351 | 1657 | 73 | 226 | 299 |
| 3320 | Pre-primary education teaching staff | 25 | 467 | 492 | 1 | 171 | 172 |
| 5121 | Stewards, housekeepers and allied workers | 125 | 121 | 246 | 24 | 50 | 74 |
| 5122 | Cooks | 569 | 2648 | 3217 | 139 | 953 | 1092 |
| 5123 | Waiting staff and allied workers | 2531 | 2282 | 4813 | 481 | 638 | 1119 |
| 5131 | Childminders | 23 | 285 | 308 | 3 | 142 | 145 |
| 5132 | Health services assistants | 276 | 1035 | 1311 | 44 | 208 | 252 |
| 5133 | Social workers (social trainers) | 1 | 26 | 27 | | 7 | 7 |
| 5139 | Childminders and female companions not elsewhere classified | 5 | 116 | 121 | 5 | 46 | 51 |
| 5142 | Female companions and room maids not elsewhere classified | | 2 | 2 | | | |
| 5149 | Workers in personal and domestic services not elsewhere classified | 24 | 13 | 37 | 8 | 2 | 10 |
| 7136 | Plumbers and pipe fitters | 596 | 16 | 612 | 176 | 6 | 182 |
| 7137 | Electricians (construction) | 650 | 10 | 660 | 190 | 3 | 193 |
| 7141 | Painters (construction) | 919 | 24 | 943 | 214 | 7 | 221 |
| 7142 | Paint sprayers and allied workers | 845 | 28 | 873 | 238 | 9 | 247 |
| 7242 | Electric apparatus installation-repair | 383 | 28 | 411 | 112 | 9 | 121 |
| 7243 | Radio and television repairers | 68 | 2 | 70 | 11 | | 11 |
| 9113 | Door-to-door or telephone sales staff | 115 | 60 | 175 | 26 | 34 | 60 |
| 9131 | Private home cleaners and allied workers | 182 | 4963 | 5145 | 44 | 1108 | 1152 |
| 9132 | Office and hotel cleaners and allied workers | 356 | 4256 | 4612 | 57 | 1019 | 1076 |
| 9133 | Clothes washing and ironing staff | 32 | 467 | 499 | 9 | 87 | 96 |
| <i>Total</i> | | 8 078 | 18 190 | 26 268 | 1 858 | 4 730 | 6 588 |

Source: INE, 1991 censuses

Table 2.46: *Department of Social Security classification of nursing homes by level of operation*

| Municipalities/Homes | Operate well | Operate adequately | Operate poorly | Total |
|----------------------|--------------|--------------------|----------------|-------|
| Oeiras | 10 | 19 | 3 | 32 |
| Cascais | 15 | 28 | 10 | 53 |
| Loures | 12 | 29 | 10 | 51 |
| V. Franca de Xira | 4 | 2 | 1 | 7 |
| Total | 41 | 78 | 24 | 143 |

Source: *Department of Social Security*

⁷⁶ *Classificação internacional tipo de profissão* - International Standard Classification of Occupations -

Table 2.47: *Activities created through job creation schemes*

| Municipalities/Progs | LDIs ⁷⁷ (total 1996)* | RIME ⁷⁸ (1998) | ILE ⁷⁹ (1999) |
|----------------------|----------------------------------|---------------------------|--------------------------|
| Oeiras | 314 | 4 | 7 |
| Cascais | 245 | 4 | - |
| Loures | 236 | 8 | 6 |
| V. Franca de Xira | 110 | 4 | - |

Source: *IEFP – Lisboa e Vale do Tejo Regional Department.*

* The number of activities created through LDIs relate to total activities created rather than only those related to household services.

Table 2.48: *Wages of personal and domestic service workers by legal status of the institution*

| Professional categories | State (1998) | IPSS (1997) | Private (1998) | Individual worker |
|--|----------------|-------------|----------------|------------------------------|
| Legal status of institutions | | | | |
| Nursery school teacher* | PTE 163 000 | PTE 102 400 | PTE 114 400 | - |
| School helper** | PTE 91 200 | PTE 70 100 | - | - |
| Teaching assistant | PTE 71 200 | PTE 65 200 | PTE 68 000 | - |
| Nursing home / day centre assistant*** | PTE 71 200 | PTE 65 200 | PTE 68 000 | - |
| Family/home help | PTE 83 100 | PTE 75 800 | PTE 78 900 | - |
| Childminder | PTE 23 200**** | - | PTE 70 950 | Bet. PTE20 and 30 000 /child |
| Childminder in family crèches | ? | - | - | - |
| Domestic employee (fixed wages) | - | - | - | Between PTE 70 and 90 000 |
| Daily | - | - | - | Average of PTE 800\$/hour |
| Clothes cleaner/ironer | PTE 71 200 | PTE 58 300 | PTE 70 950 | - |
| Laundry worker | PTE 71 200 | PTE 58 300 | PTE 70 950 | - |
| Cook | PTE 74 100 | PTE 70 100 | PTE 71 950 | - |
| Medical auxiliary | PTE 68 400 | PTE 60 700 | PTE 63 200 | - |
| Recreational activities instructors | ? | PTE 109 100 | - | - |
| Nurse | PTE 151 500 | PTE 109 100 | - | - |
| Infirmity assistant | PTE 74 100 | - | PTE 68 000 | - |

Sources: *Boletins do Trabalho e Emprego, no. 15, 22 April 1996; no. 20, 29 May 1997, no. 43, 22 November 1998 and no. 42, 15 November 1998; Lisboa e Vale do Tejo Regional Social Security Centre, Staff and Careers Department.*

NB: The wages in the table relate to the minimum scales of the corresponding professional careers.

* The wages of nursery school teachers correspond to the minimum career scale. The maximum scale for this profession is PTE 513 100 in public institutions, PTE 116 000 in IPSS, and PTE 160 000 in profit-making institutions.

** The maximum remuneration in the professional or corresponding career of school helpers is PTE 168 100 in public institutions and PTE 82 100 in IPSS. Since the profit-making institutions do not provide for the category of school helper, teaching assistants receive PTE 73 200 on the maximum career scale.

*** In public institutions the maximum remuneration in the career of nursing home assistant is PTE 116 000, the IPSS do not provide for a professional career for these workers, and in the profit-making institutions their maximum remuneration is esc. 73 200.

**** Per child, without including snack or lunch.

⁷⁷ Local Development Initiatives Programme

⁷⁸ Programa das Iniciativas de Desenvolvimento Local - Micro-Enterprise Incentives Scheme

⁷⁹ Iniciativas Locais de Emprego – Local employment initiatives

Annex 3

Case 1 – The emergence of new activities and informal work

This case of female entrepreneurship in the domestic services sector typifies an activity that seeks to meet new household needs, though it is undeclared and thus creates informal work situations. It is an ironing business with a home delivery service based in this location. Once again a woman undergoing vocational retraining is involved. Perceiving a demand for household services, she decided to set up a laundry/ironing business with home delivery and collection. She rented small premises close to her home and took on three female workers who were either retired or unemployed. The investment she had to make and the low price charged to customers does not appear to allow her to declare her work and pay the statutory contributions, since this would not be profitable. She pays a net wage slightly above the levels adopted for declared wages. She has managed to increase her client base significantly and says she will not expand the business any further because of the difficulty in recruiting staff and getting more space at reasonable cost. This therefore seems to be an emerging activity with the potential to develop and to create employment which should be supported to make it a better quality formal job.

Case 2 – “Marisol” laundry

The “Marisol” laundry, based in Vila Franca de Xira, is also an example of the proliferation of small companies in the domestic services sector. This is a private company established by a woman in 1994. The main reason for creating this activity is a perceived need for household services. A total of three staff are employed - two ironers with permanent contracts of employment and an administrative employee. Although she retains a guaranteed group of clients whose clothes she washes and irons, this businesswoman believes that the market is starting to become saturated with this type of activity.

Case 3 – Cleaning company for the home and other premises

This is another example of female entrepreneurship. In 1993, a former employee in this area of cleaning services set up a company with a former colleague. A disagreement with her partner led her to set up her own company, where she works with some other female members of her family. The start-up requirements were not complicated. She registered as a sole proprietor and gave her home address as the company’s registered office. She hired four cleaners and began to operate. The greatest difficulties involved recruiting staff. The low wages and the need to work weekends do not make this activity very attractive. The solution was therefore found within the family setting. Only one of the four employees does not have any family relationship with the proprietor, the others being her mother and sister. They seek to cover a geographical area including the municipalities of Cascais, Oeiras, Sintra and Amadora and their main customers are offices, other premises and private homes.

Case 4 – Social Centre for children and the elderly

Although the number of facilities in the personal care sector has a higher rate of coverage in the municipality of Vila Franca de Xira, the problems are similar. The Social Centre has been an IPSS⁸⁰ since 1989. It began as a play group for children launched on the initiative of a "local wealthy lady" with a social conscience. The group was forced to close due to the Revolution of 25 April 1974 but reopened in 1989, this time as part of the Centre taking the legal form of an IPSS. At the time, its only function was as a nursery, but in 1990 it provided care for 200 children. The institution also opened a nursing home in 1990. At present, it runs a day centre for 15 elderly people and a nursing home for 20, and provides home help for 10 elderly people. The nursing home has a waiting list of around 200. The monthly charges paid are means-tested, i.e., they depend on the income of the elderly person. There are two fundamental admission criteria: the degree of dependency of the elderly person and the waiting list.

Case 5 – “Os Metralhinhas” Nursery

The “Os Metralhinhas” nursery in Cascais is another example of a childcare institution, but with a profit-making establishment as the provider. It was founded in 1997 for children between 3 and 5 years of age. It has a capacity for 35 children but currently only serves 16. Despite the scarcity of such facilities in the municipality, the manager says that the prestige earned by a nursery is fundamental to its success. This nursery occupies the same premises as a former nursery which was forced to close due to poor management. In the manager’s opinion, the other nursery’s bad reputation has prejudiced the success of “Os Metralhinhas”. This reputation has also probably influenced the monthly fees charged – PTE 22,000, with lunch and a snack – which is well below the average monthly charges paid per child in other private nurseries in the municipality.

EF/00/120/EN

⁸⁰ *Instituições particulares de solidariedade social* - private social welfare institutions