



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **State of the Art and Mapping of Competences Report: Portugal**

Institute for Human Sciences (IWM)  
Vienna  
2007

Preferred citation: Espírito Santo, Ana and Prata, Ana (2007): *State of the Art and Mapping of Competences Report: Portugal*, QUING Project, Vienna: Institute for Human Sciences (IWM), available at [http://www.quing.eu/files/results/soa\\_portugal.pdf](http://www.quing.eu/files/results/soa_portugal.pdf).

This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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## **Acknowledgements**

We would like to thank all the experts who have helped us with their competent suggestions and their time to prepare this state of the art. In particular we wish to thank those people with whom we had a personal interview: Virgínia Ferreira (Centro de Estudos Sociais, Coimbra), João Casqueira Cardoso (Universidade Fernando Pessoa, Oporto), Karin Wall (Instituto de Ciências Sociais, Lisbon), and Manuel Albano (CIDM). We are also thankful to Susana Atalaia (Instituto de Ciências Sociais, Lisbon) for her contribution to the State of the Art.

## Introduction

Studies on gender+ equality policies in Portugal are still vastly under-researched. The works that address the three QUING issues, namely intimate citizenship, non-employment, and gendered violence, are mostly sociological and do not cover as much the legislation, policies, or the role of gender equality institutions<sup>1</sup>. However, we found that a few sociologists, mostly coming from the Sociology of Family and Work have been concerned with gender policies (those are included as main actors in the present report). Within their work the issue of gender equality policies is not addressed in the format of scientific articles, PhD theses or academic books, but as part of their broader sociological work or included in very small publications (such as conference papers, e.g. Portugal 2004; Wall 2004; Dias 2004). Furthermore, researchers who concentrate on social policies tend to focus on family and not on gender. Karin Wall, a well know sociologist of the family, stated clearly during the interview that she was not aware of any study on gender equality policies in Portugal. Although this information is confirmed in terms of sociological and political science research, we did find that a few studies on gender equality policies have been done by lawyers (for example, Cardoso 2000; Oliveira, Guilherme 2004). Concerning political science in Portugal, it is important to highlight that not only is there a lack of studies on gender policies, but there is also a general lack of public policy analysis.

Does this mean that there are no gender policies in Portugal? The answer to this question is clearly “no”. If during the dictatorship there was an institutionalized gender inequality (in which, for example, women needed their husband’s permission to accept a job, leave the country, and were excluded from being the ‘head of the family’), after the military coup of April 25, 1974 things changed radically. “The state reform that ensued aimed to create a democratic society and abolish institutional, social, and sexual inequalities (Ferreira 1998a: 162)<sup>2</sup>. Only with the implementation of the 1976 Constitution

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<sup>1</sup> Therefore, in this report we included in the keyword section if the study provides a sociological analysis or if it is mostly policy oriented, although in the latter case it tends to be more law-oriented than policy-oriented.

<sup>2</sup> Some authors even argue that since the democratization process was initiated politicians have favored “gender policies” more than “family policies” (Wall 2001, 2005). This is due to an

did Portuguese women achieve formal political and social rights. It is within this ideological framework that the most important state' feminist agencies (as they still exist nowadays) were created with the intent of promoting gender equality and non-discrimination between men and women. These are the Commission for the Equality and Women's Rights (CIDM) and the Commission for Equality in Labour and Employment (CITE). In fact, at the moment, most academics agree that the Portuguese legal framework on equal opportunities is one of the most progressive in the European Union (EU) (Cardoso 2000; Ferreira 1998c). However, there is a consensus among academia, feminists, and bureaucrats that this formality lacks implementation (Cova, Ramos and Joaquim 2004; Duarte 2004). For example, Portugal is the only country in the European Union that establishes the reconciliation of family life with working life as a constitutional right inherent to all workers. However, in practice, Portugal is an extremely unequal society in regards to gender distribution of household tasks, family life decisions, and care-giving (Perista 2002). The "double day" falls mostly on Portuguese women, who work full-time and still do the majority of the household work.

Portugal has been slowly developing gender equality policies mostly through government initiative, the impulse of state sponsored equality agencies and party feminism rather than through the influence of women's movements or interest groups<sup>3</sup>. In fact, most of the NGOs included in this report are provider institutions and not interest groups and the former are also the ones that have more public and political visibility. Equality legislation has also been stimulated by the international community and particularly, in the last decade, by the European Union (EU). In analyzing the action of the Portuguese State Ferreira (1998a) concludes that it is extremely dependent on the European Commission's Directives. The EU has also produced certainly an influence on the way the whole society looks at these issues. However, it has also been said that "Portugal has managed to anticipate most of the legal changes promoted

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association of family oriented policies with the dictatorship and a connection of "gender policies" with what is progressive and modern.

<sup>3</sup> This was also the case in Portugal immediately after the end of the dictatorship. Although no important mobilization in defense of women's rights took place during the resistance to the regime, the democratization implied the immediate implementation of gender equality rights. "Thus, the juridical-institutional enshrinement of sexual equality was legislated "from the top down" (Ferreira, 2000: 162).

by international and EU law in the field of equal opportunities” (Cardoso 2000: 77). The challenge now is to devise mechanisms that would improve the implementation of the already existent gender equality policies.

### *Non-employment*

The great majority of legal rules applying constitutional equality provisions concentrate either on employment or on family rights (especially paternity and maternity) (Cardoso 2000). Therefore we would expect to find many studies focusing on the non-employment issue as defined within the QUING project. However, the most common topic related to “employment” area is gender inequality in the labour market (Ferreira 1994a; 2002; André and Feio 1999). Reconciliation between work and family is also a common issue (for example, Guerreiro 2000; Larsen 2004; Torres 2005; Lewis and Smithson 2007).

One of the main gaps in the sociological literature about non-employment is the differentiation among women in terms of educational backgrounds, class, and ethnicity. Therefore, gender inequality is understood without the intersection of other inequalities. There is however one exception, the study of Wall and José which explores the strategies used by immigrant families to reconcile work and care for young children (2005).

### *Intimate citizenship*

The literature on Intimate Citizenship is mostly focused on the family. Namely, how family structures have evolved and how new types of families emerged in the last few decades (e.g., single-parent families, children out of wedlock) (Aboim 2003; Aboim and Wall 2002; Guerreiro 2003; Vasconcelos 2003; Ferreira and Aboim 2002). Care work, focused mainly on the role of informal networks of support for maternity and the elderly, and within the context of Portugal’s weak welfare state, is also a quite common issue (Portugal 1995; 1998; Wall and Aboim 2001).

Other issues of concern to researchers regarding partnerships are homosexuality and heteronormativity issues (Fontes and Santos 2001). The cohabitation between two people, independently of their sex, is legally

recognized and there is no formal discrimination based on sex. Laws regarding the role of the “head of the family” have disappeared with democratization, and formally both the mother and the father can take maternity or paternity leaves.

Family policy has also institutionally been treated more like an implicit, not explicit, domain. The public responsibility for family well-being have been embedded in national policies rather than acknowledged as a separate policy domain. Family policy has generally been considered a sub-field of social policy within the Ministry of Labour and Solidarity, which deals with tasks related to employment, social security, and social affairs. Family policies have been subsumed into other domains and competencies, and not really thought of as interacting with gender equality policies.

### *Gendered Violence*

Gender based violence in Portugal is almost exclusively conceived as domestic violence, which is presented as a serious social problem. From the 10.041 violence cases registered by the Portuguese Association of Victims' Support (APAV) in the first 9 months of 2005, more than 83% involved domestic violence. Therefore, most of the literature found on this issue addresses domestic violence, also called marital violence or violence in the family. Although, in Portugal there are other forms of gender based violence, the emphasis of research is specifically on marital violence, which is a widely used term (Dias 2004; Duarte 2004; Magalhães 2005; among many others). As Portugal regulated the issue of “domestic violence”, this legal change was not accompanied by the development of a victims' support structure, and as such, it remains in many ways ineffective. Only one study mentions the term “violence against women” (Lourenço et al 1997). “Prostitution” is also mentioned in some studies (namely, Ribeiro 2005), and the global dimension of trafficking has been a recent focus of interest among researchers (Varandas and Saraiva 2000).

Sexual harassment is defined as a crime only when perpetrated by a person of a higher rank than the victim, and when it occurs at the job location. These legal prerequisites are problematic for workers because of its strict criteria. Surprisingly there is a lack of research on the sexual harassment issue. This is puzzling giving that sexual harassment in the workplace is a crucial

dimension of gender inequality and there is EU regulation on it. Despite the prolific literature on gender inequality at work, sexual harassment is rarely addressed.

# Annotated Bibliography

## 1. General Gender Equality Policy

### 1.1. Portuguese Sources

1) Rêgo, Maria do Céu. 2004. Novas respostas do direito para a concretização da igualdade de género [New answers of law for achieving gender equality]. *ex aequo* 10: 83-101.

**Keywords:** policy analysis, Gender Equality law, fundamental right of women and men, duty of care.

“Since *de facto* gender equality is so far from legal equality, the article pleads for a more active intervention of the law: by knowledge, dissemination, interpretation and improvement. In this context, the article proposes the recognition of the fundamental right of women and men to gender equality and of the fundamental right and fundamental duty to care, as well as other legal changes considered indispensable to the coherence and the consistency of the juridical system” (p. 103/104).

2) Silva, Manuela. 2002. Internalizar a igualdade de género nas políticas públicas: um caminho em aberto [Integrating gender equality in social policies: an open path]. In *A igualdade de género: caminhos e atalhos para uma sociedade inclusiva*, ed. Manuela Silva: 31-46. Lisbon: CIDM.

**Keywords:** policy analysis, gender mainstreaming, public policies.

This chapter consists of a paper presented by Manuela Silva at a conference in 1999. It starts by presenting a number of visible inequalities between women and men that are an important reality in Portugal. In addition, it explains the emergence of gender mainstreaming strategy as well as its scope. The author argues that this strategy can be a decisive step towards the construction of social parity and to put an end to discrimination against women. In the third section, Silva refers to the required conditions for gender mainstreaming to be incorporated into the Portuguese public policies. One of the conditions mentioned is increasing of gender training.

3) Cardoso, João Casqueira. 2000. O projecto “Prever o impacto das políticas”: pressupostos e principais pontos [Project “Predicting the impact of policy”: premisses and major points]. *ex aequo* 2/3: 75-91.

**Keywords:** policy analysis, gender, social exclusion, equal opportunity.

“The PIP (Predicting Impact of Policy) project is an international collaborative venture involving five Member states of the European Union. It addresses the continued significance of gender as a factor in social exclusion in the European Union, despite measures to address gender-based exclusion. This project analysis the possibility of making efficient, not only the legal proceedings, but also the mechanisms that have a direct or indirect impact on equal opportunities for women and men. The paper addresses the main points and some of the conclusions underlined by this project” (p. 245/246).

4) Cruz, Maria Braga da. 2000. Algumas reflexões sobre o plano para a igualdade [Some reflections about equality policy]. *ex aequo* 2/3: 93-100.

**Keywords:** policy analysis, Global Plan for Equality, evaluation of impact.

“This article addresses the indefinitions and omissions of the Global Plan for Equality, as well as the problems in its implementation. It suggests ways of solving those problems in what concerns the formulation, execution and evaluation of the new Plan” (p. 246).

5) Perista, Heloísa. 2000. Conselheiras para a igualdade – protagonismos e indefinições: a propósito do Plano Global para a Igualdade de Oportunidades [Counsellors for equality – key roles and limitations: the Global Plan for Equal Opportunities]. *ex aequo* 2/3: 101- 106.

**Keywords:** policy analysis, Global Plan for Equal Opportunities, Counsellors for Equality’s role evaluation.

“On the basis of the Evaluation of the Global Plan for Equal Opportunities, this article analysis the participation and contribution of the Counsellors for Equality in the definition and implementation of that Plan. Its objective is to highlight both key roles and limitations that mark the intervention of these Counsellors for Equality at several levels” (p. 246).

6) Ferreira, Virgínia and Teresa Tavares. 1998. Mulheres nos caminhos da diáspora: a construção das identidades e da cidadania na Europa [Women in the diaspora: the construction of identities and citizenship in Europe]. *Revista Crítica de Ciências Sociais* 50: 5-14.

**Keywords:** sociological study, immigrants, social identity, diaspora, social mobility.

Introduces a special journal issue on the contributions and experiences of women in Europe at this century's close, focusing on new ways of comprehending citizenship and identity. The works introduced, selected from presentations given during the Third European Conference on Feminine Research, analyze the changing situation of women in terms of social mobility, borders, and economic opportunity. The shifting connotations of

citizenship are explored regarding European integration, increased migration, and political homogenization. At issue are the new physical, external, internal, and symbolic borders faced by women workers in Europe. As well as the political, social, economic, and cultural tensions that form those borders.

7) Guimarães, Elina. 1986. A mulher portuguesa na legislação civil [The Portuguese women in civil legislation]. *Análise Social* 22(3-4): 557-577.

**Keywords:** policy analysis, women, legal system, legislation.

A survey of civil legislation on women in Portugal is presented emphasizing six historical stages: (1) the Ordenacoes (Ordinances), a compilation of laws dating back to the reign of Dom Afonso V in the fourteenth century; (2) the Civil Code of 1867; (3) the Republican era, starting 5 Oct 1910; (4) the Salazar era; (5) the Civil Code of 1966; and (6) the return to democracy on 25<sup>th</sup> April 1974. Women's roles as wives and mothers are examined for each era. It is shown that over centuries, women have slowly but surely advanced toward equality and justice in Portugal.

## 1.2. English Sources

8) Ferreira, Virgínia. 1998a. Engendering Portugal: social change, state politics and women's social mobilization. In *Modern Portugal*, ed. António Costa Pinto: 162-188. Stanford: Stanford University Press.<sup>4</sup>

**Keywords:** policy analysis, women's rights, sexual equality legislation, employment segregation, women's movements.

The position of women in Portugal is marked by this context of juridical equality imposed from the top down, of a weak individualization of lifestyles, and of pronounced social and economic elitism. This chapter seeks to show how key social realities affect the rights of women and their capacity to organize autonomously in Portugal. It refers briefly to the socioeconomic dimension of the life of women in Portugal, with particular attention to patterns of employment segregation<sup>5</sup>. Next, it reviews the most important legislation on sexual equality passed over the last century. Finally, the social and political changes of the past twenty years are analyzed, with the following questions in mind: How to explain the egalitarianism that informs the new juridical order established by the democratic regime in Portugal? Why did the women's movement in Portugal not gain the public visibility typical of other countries in southern Europe, such as Italy, France, and

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<sup>4</sup> Useful for the timelines and for the WHY. The same article was published in Spanish: Ferreira, Virgínia. 2000. Sexualizando Portugal: cambio social, políticas estatales y movilización social de las mujeres. In *Portugal Contemporáneo*. António Costa Pinto (ed.) Madrid: Sequitur: 157-186.

<sup>5</sup> This part is particularly interesting for non-employment issue.

Spain? The position of the state regarding policies of equal opportunity relations between the state and women's organization is also examined.

9) Cardoso, João Casqueira. Nd. *Ethnicité et inégalité entre hommes et femmes au Portugal* [Ethnicity and Inequality between men and women]. In *A igualdade entre mulheres e homens na Europa às portas do século XXI*, eds. Teresa Toldy and João Casqueira Cardoso. Oporto: Universidade Fernando Pessoa.<sup>6</sup>

**Keywords:** policy analysis, gender inequalities, ethnic inequalities, positive action.

In one of the rare countries with an ethnic homogeneity, as Portugal, what's the relevance of the connection between ethnic inequalities and gender inequalities? This relevance is shown not only by the theoretical explanation of the terms "ethnic" and "gender", as well as the relation that the first term has with the second term – mainly because of the impact of the contemporary feminist theories. This relevance also appears through the dynamic analysis of the tensions, the game, and the implicit challenges of crossing "ethnic" and "gender" in the Portuguese context. The approach of these challenges will be briefly developed here from the significant case of the integration of the gipsy community. This relevance is finally gaining importance within social politics measures, and more specifically within legal politics, showing how close are the problems that affect ethnic minorities to the problems that affect woman, through the implementation of common tools. To evaluate the evolution of the Portuguese situation within the UE and the international framework, this contribution will discuss the merits of on of the more controversial equality tools that exist in Portugal: the positive action measures.

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<sup>6</sup> This publication is in French but since it is the only one, we decided to include it here.

## 2. Non- Employment

### 2.1. Portuguese Sources

1) Amâncio, Lígia. Forthcoming in 2007. Género e divisão do trabalho doméstico – o caso português em perspectiva [Gender and division of domestic labour – the Portuguese case]. In *Família e Género*, eds. Karin Wall and Lígia Amâncio. Lisbon: ICS.

**Keywords:** sociological study, gender, domestic division of labour, household tasks, Portugal.

In this article, Amancio demonstrates that there is a regular and established pattern in the sexual division of domestic labour in Portugal. She finds that there are tasks that are noticeably feminine and tasks that are clearly masculine. The common or shared tasks are shopping (a task that is not confined to the home) and care-giving for the elderly. The other main conclusion is that this established pattern in the sexual division of domestic labour in Portugal seems rigid and resistant to change, despite the entry of Portuguese women in the workforce.

2) Coelho, Lina. 2006. A dependência económica das mulheres portuguesas que vivem em casal [Economic dependency of Portuguese women who have a partner]. *Oficina do CES*, 255. <http://www.ces.uc.pt/publicacoes/oficina/255/255.pdf> (accessed 15 March 2007).

**Keywords:** sociological study, economic dependency of women.

According to the *dependency indicator* suggested by Sorensen and Mclanahan (1987) more than one-quarter of the Portuguese women depend entirely on their partners' salary. There are nonetheless some differences according to family type. Young couples present a lower level of female dependency, even when there are small children. This latter feature differentiates Portugal from most of the other countries, where there is usually a connection between the number of children and female dependency. Other important result shows that there is less dependency among women with a high level of education. The study is based on an Inquiry to Family Budgets (Inquéritos aos Orçamentos Familiares) (2000 and 1994/1995) from National Institute of Statistics (INE).

3) Torres, Anália. 2005. *Homens e mulheres entre família e trabalho* [Men and women in between family and work]. Estudos nº1 (2<sup>nd</sup> edition). Lisbon: CITE.

**Keywords:** sociological study, reconciliation of work and family, paid and non-paid work.

This book seeks to analyze the recent transformations occurring within the family, caused by the transformations on professional activity. How deep are those familial transformations? Are domestic tasks shared? Who takes care of the children and the elderly? The study is based on a 1999 questionnaire done in seven European countries. In the first chapter defined “Interpretative Model”, the authors do a brief description of the relation between the welfare state and gender issues in Portugal. The following chapters present the results reached through the survey. Chapter 5 “Paid and non-paid work” is particularly interesting for the unemployment issue. Here the authors conclude that “in Portugal women do most of the non-paid work, even if they work outside home approximately the same number of hours as men do” (p. 111).

4) Wall, Karin, ed. 2005. *Famílias em Portugal* [Families in Portugal]. Lisbon: ICS.

**Keywords:** sociological study, types of families, sharing domestic work, care work, children.

This book does an analysis of the main features of Portuguese families at the end of the 20th century. A national survey was done in 1999 to a representative part of the Portuguese population. Its goal was to do a thorough and real portrait of the Portuguese families, composed by one couple with children. The available data allowed an analysis of the internal dynamics of the families, taking into account the social, temporal, and gender factors that produce an effect on the families. To live with a partner or in a family this days does not imply following one sole model of familial relations. In fact, there is a plurality of possibilities from more institutionalized styles to more equalitarian and modern kinds of family. The results achieved show, for instance, that there are different ways of getting into a marital and/or parental status of sharing domestic work. They also demonstrate that there is a tendency for a mixture of institutional and equalitarian values within the families and that the existence of informal network of solidarity is very common. The book reveals the existence of six types of families, explains their behavior and social characteristics, and examines the impact of different moments of family life. Particularly interesting for QUING is chapter 6 “Sharing domestic work”, mainly for the unemployment issue.

5) Ferreira, Virgínia. 2002. O efeito Salieri: o sindicalismo perante as desigualdades entre mulheres e homens no emprego [The Salieri effect: trade unionism vis-a-vis the inequalities between women and men in employment]. *Revista Crítica de Ciências Sociais* 62: 121-147.

**Keywords:** policy analysis, trade union, labour market, segregation, exclusion, inequality.

The current patterns of sexual segregation in the labour market are still part of the living expression of exclusionary and segregated practices of trade unions. These practices have occurred since the beginning of industrial revolution. These exclusionary patterns began to take shape since the payment of small salaries to women was accepted. Only afterwards did trade unions start to demand equal payment between women and men as a way to defend male employment. The first part of the text gives an account of some trade union insulation practices in Portugal. The second part of the text discusses the major lines of change in the orientation of the trade union movement vis-à-vis the gender inequalities in the labour market. The article also refers some initiatives taken to promote the equality between women and men.

6) Perista, Heloísa. 2002. Género e trabalho não pago: os tempos das mulheres e os tempos dos homens [Gender and Unpaid Work: Women's Time and Men's Time]. *Análise Social* 37(163): 447-474.

**Keywords:** sociological study, sexual division of labour, sex differences, housework, time-management.

The purpose of this article is to make apparent the extent of unpaid work and to show how this is considered by men and women in Portugal. For this, the results of the 1999 Time Occupation Survey 1999, carried out by the Instituto Nacional de Estatística. Her findings show that household chores are an extremely feminized domain.

### 2.1.1. Comparative Studies

7) Crompton Rosemary and Clare Lyonette. Forthcoming in 2007. Família, género e articulação entre actividade profissional e vida privada: comparação dos casos britânico e português [Family, gender and the balancing of professional activity and private life – a comparison of the British and Portuguese cases]. In *Família e Género*, eds. Karin Wall and Lígia Amâncio. Lisbon: ICS.

**Keywords:** sociological study, gender, family-work relation, Britain, Portugal.

This article compares how women in Britain and Portugal reconcile their work life with their private life. The authors mention several similarities and differences between British and Portuguese workers on how they make sense of job opportunities, strategies, and career expectations. While British and Portuguese female workers have similar values of work/family stress, stress is higher among highly qualified workers in Britain and among manual workers in Portugal. This is problematic for Portuguese manual workers because they are, relatively to other groups, the ones that also spend more time doing household chores, thus aggravating their family and work situation and perceptions.

8) Guerreiro, Maria das Dores and Helena Carvalho. Forthcoming in 2007. O stress na relação trabalho-família: uma análise comparativa [Stress in balancing work-family: a comparative analysis]. In *Família e Género*, eds. Karin Wall and Lúcia Amâncio. Lisbon: ICS.

**Keywords:** sociological study, gender, family-work relation, Germany, Britain, Sweden, Czech Republic, Spain, France, Portugal.

The article provides a comparative analysis of seven different European countries regarding the levels of stress in balancing family and work life. Portugal is the highest country in the index of global family stress due mostly to female stress. Germany scores the highest in professional stress. The male family stress conjoined with professional stress is the highest in Britain, Check Republic, Portugal and Germany, but for female stress Portugal scores high both family stress and professional stress. Reasons for family and professional stress vary by country.

9) Wall, Karin. Forthcoming in 2007. Atitudes face a divisão familiar do trabalho em Portugal e na Europa [Attitudes regarding the division of labour within the family in Portugal and in Europe]. In *Família e Género*, eds. Karin Wall and Lúcia Amâncio. Lisbon: ICS.

**Keywords:** sociological study, gender, family division of labour, Germany, Britain, Sweden, Check Republic, Spain, France, Portugal.

Wall argues that despite the spreading of values that are more equalitarian regarding family division of labour, there is still great diversity in these values in Western societies. This diversity cannot be explained by the argument of “modernizing values”, since a comparative analysis demonstrates that each country has a complex set of both traditional and modernizing attitudes regarding the division of labour in the family. The strong traditional model has, nonetheless been modified and a more gender equalitarian perspective of ‘double journey’ is emerging in all countries.

## 2.2. English Sources

10) Perista, Heloísa and Jorge Cabrita. 2005. *Working conditions in Portugal (report)*. European Foundation for the Improvement of Living and Working Conditions. <http://www.eurofound.europa.eu/publications/htmlfiles/ef05117.htm>

**Keywords:** policy analysis, Portuguese survey on working conditions; gender differences in working time, job mobility, occupational risk factors, health and safety in the workplace.

This report reviews the main results from the first Portuguese survey on working conditions. It outlines the overall profile of workers and the workplace in Portugal, and covers topics such as working time, job mobility, occupational risk factors, and health and safety in the workplace. Among other perspectives, the report highlights gender differences revealed in the results.

11) Guerreiro, Maria das Dores. 2000. *Employment, family and community activities: a new balance for women and men (Portugal)*. European Foundation for the Improvement of Living and Working Conditions.

<http://www.eurofound.europa.eu/publications/htmlfiles/ef00112.htm>

**Keywords:** policy analysis, family services in Portugal, job creation, reconciliation of family and working life, equal opportunities for women and men in the home, employment and social life and good practice.

This research report aims to provide an overview of the key findings from the project 'Employment, Family and Community Activities: a New Balance for Women and Men in Portugal', the object of which was to examine family services. This involved, inter alia, drawing up an accurate picture of the role played by such services in Portugal in relation to job creation, reconciliation of family and working life and also in equal opportunities for women and men in the home, employment and social life in general. It also sought to identify innovative cases which constitute examples of good practice.

12) André, Isabel Margarida and Paulo Areosa Feio. 1999. Development and equality between women and men in the Portuguese labour market. *South European Society & Politics* 4(2): 54-71.

**Keywords:** policy analysis, economic development, labour market, sexual inequality.

The rapid economic development of Portugal over the past decade has brought with it a considerable degree of social exclusion and a deepening of social cleavages. In the past three decades, some conditions were created for an important promotion of female employment. Economic modernization led to a relative political liberalization and an increase and enlargement in education, both contributing to greater equality of opportunities. After the Revolution of April 1974, the general improvement in labour conditions was much more favorable to men than to women. Although, in the 1980, gender equality in the labour market increased, both groups experienced high instability, an increasing precariousness of contract ties, and decreases in real wages.

13) Cardoso, Ana Rute. 1999. Firms' wage policies and the rise in labour market inequality: The case of Portugal. *Industrial and Labour Relations Review* 53(1): 87-102.

**Keywords:** policy analysis, labour market inequality, wage policies.

In Portugal wage inequality increased between 1983 and 1992. This article shows that one important dimension in this increasing inequality was the increase in the wage-gender gap. Moreover, this increase occurred mostly because the amount of relatively low-paid women increased, even in face of improvements in women's education over and above men.

14) Ferreira, Virginia. 1998. Positive action and employment segregation. In *Shifting Bond and Shifting Bounds: women, mobility and citizenship in Europe*, ed. Virginia Ferreira, Teresa Tavares and Sílvia Portugal: 271-279. Oeiras: Celta.<sup>7</sup>

**Keywords:** policy analysis, equal opportunity policies analysis, gender segregation in employment.

In most countries, state action against the high level of gender segregation in employment went through three successive stages: (1) legal discrimination on account of gender was eliminated; (2) legislation was introduced in order to eradicate discrimination against women in employment; and (3) the State promoted equal opportunities policies in employment through positive action (p. 271). In Portugal the three stages took place practically at the same time, which complicates the analysis of the results of positive action programs. A chronological analysis of the action of the Portuguese State leads to the conclusion that it has been extremely dependent on European Commission directives. Ferreira argues that the balance of nearly a decade of equal opportunity programs is negative. In the second part of the chapter the author explores the impact that those programs had on the levels of segregation in employment and explains the reasons for failure. Among the latter, the most important one seems to be the concentration in vocational training for women, since the system fails to integrate trained women in employment structures. At the end Ferreira proposes some solutions which may help reaching equal results. She points out the important role that the civil society could play at this level, namely women's organizations.

15) Lince, Maria Antónia. 1997. *A case study on research into an instrument of collective regulation from Portugal: equal opportunities and collective bargaining in the European Union (Phase III)*. European Foundation for the Improvement of Living and Working Conditions.

<http://www.eurofound.europa.eu/publications/htmlfiles/wp9777.htm>

**Keywords:** policy analysis, equal opportunities in collective bargaining, Portugal, bargaining process in Portugal.

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<sup>7</sup> Useful for the WHY and the timelines.

This report seeks to equip the labour side and the employers with the knowledge and sensitivity that the promotion of equal opportunities through collective bargaining requires. The objective of this work is on the one hand to take a comprehensive view of the nature of the bargaining process in Portugal, and on the other to monitor closely a bargaining process which despite all its faults was considered closest to the issue of equal opportunities in collective bargaining.

16) André, Isabel Margarida. 1996. At the center on the periphery? Women in the Portuguese labour market. In *Women and the European Union: the politics of work and daily life*, eds. Maria Dolores Gracia-Ramon and Janice Monk. London: Routledge.

**Keywords:** policy analysis, labour market, gender inequalities.

“The importance of state level analysis and of questioning models developed from ‘northern’ experience is further developed by Isabel Margarida André in Chapter 7. Portuguese women exhibit one of the highest rates of economic activity in the European Union. Part-time jobs are unusual, women’s access to central segments of the labour market is relatively large and, among young people, women show a higher level of education than men. These phenomena can be understood in relation to Portugal’s recent history and economic development – the colonial war (1961-74), the emigration of the 1960s, the revolution (1974) and the entry into the European Community in 1986. Yet Portuguese women continue to suffer some forms of occupational segregation and an array of social institutions, such as trade unions, have marginalized concerns about gender equity” (p.16).

17) Ferreira, Virginia. 1994a. Occupational segregation by gender. *Peuples Méditerranéens/ Mediterranean Peoples* 66: 149-165.

**Keywords:** sociological study, occupational segregation, sexual inequality, discrimination, sexual division of labour.

An examination of statistical data on gender-based division of labour in Portugal reveals a less gender-segregated employment system in Portugal than those found in more developed countries. While employment and salaries are lower among women than men, and women cluster in the low-paying sectors, three sets of data reported here indicate that fewer discrepancies exist between men and women, data on workers in all age and marital status categories, data on women's professional status, and data on occupational gender division. The finding is ascribed to incipient technological and economic development, rigid social structure, flexible family employment pattern, and low geographical mobility.

18) Ferreira, Virgínia. 1994b. Women's employment in the European semiperipheral countries: Analysis of the Portuguese case. *Women's Studies International Forum* 17(2-3): 141-155.<sup>8</sup>

**Keywords:** sociological study, occupational segregation, industrial development, sex differences, education-work relationship.

It is commonly accepted that as wage labour intensifies, the sexual division of labour tends to become increasingly rigidified. This would explain why occupational segregation by gender increases as countries industrialize or why it remains at low levels in countries still in a process of industrial growth. What the authors observe, however, is that this has not happened in semiperipheral countries, namely in Portugal. The comparison of some labour and employment statistics demonstrates smaller disparities between the male and female employment in Portugal than those registered in more developed countries. In this article, it is argued that in Portugal a strongly interventionist (though economically weak) state, incipient technological and economic development, a great flexibility evidenced by families in the allocation of the labour resources of their members, a rigid social structure, and weak familial geographical mobility, conjoin in the employment system in such a way that the effects of gendered segregation originated by economic growth in early developing countries are softened. The high activity rates of women and the lower levels of gendered segregation of the employment structure in Portugal are the result as much of phenomena of a statistical nature as of the specificities of Portuguese society. Portugal is no exception to the rule when it comes to the existing sexual discrimination in the labour market. Women have lower employment rates than men and tend to work in less remunerative sectors of the economy. Women occupy posts which require fewer qualifications and stay there longer than men. Women's salaries are also lower, and their overall period of employment is shorter than those of their male counterparts. The main social division in Portuguese society seems to be related to social class relations, which surpasses gender relations. Regardless of gender, women from higher classes in Portugal are able to reach better work situations and social positions far more easily than their counterparts in more developed countries where market rules play a more determinant role in assigning access to employment.

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<sup>8</sup> In Portugal, only 10% of working women are in part-time jobs. In this regard, one must take into account that services represent only 50% of female employment. Another equally important factor is the large participation of female labour in the industrial sector. Portugal and Germany are the only countries in the EEC in which approximately one-quarter of women are employed in manufacturing. In Portugal, there still exists a strong influence of the family sphere in the remaining spheres of social life. We can say that the existing degree of economic individuation is rather weaker than that registered in more developed countries. Portugal's welfare state works side by side with a welfare society seated above all on kinship relationships, but also on those of the neighborhood. This state action, together with a social structure characterized by pluri-activity, pluri-income, low rate of wage labour, poor economic and technological development, and a low level of class corporatism, are at the root of the less gendered horizontal segregation in Portugal.

### 2.2.1. Comparative Studies

19) Lewis, Suzan and Janet Smithson. 2007. Gender, parenthood and the changing European workplace. Young adults negotiating the work-family boundary: Transitions. Brussels: European Commission, [http://bookshop.europa.eu/eubookshop/FileCache/PUBPDF/KINA22086ENS/KINA22086ENS\\_002.pdf](http://bookshop.europa.eu/eubookshop/FileCache/PUBPDF/KINA22086ENS/KINA22086ENS_002.pdf)

**Keywords:** policy analysis, work, family, reconciliation, young people, motherhood, fatherhood.

An in-depth qualitative research project examining how European young adults negotiate motherhood and fatherhood and work-family boundaries in the context of labour market and workplace change, different national welfare state regimes and family and employer supports. The project assesses different individual and household strategies and their consequences for wellbeing at the individual, family and organisational levels, in the light of parallel organisational contexts in each country and macro levels of public support in strategically selected countries: Bulgaria, France, the Netherlands, Norway, Portugal, Slovenia, Sweden and the United Kingdom.

20) Anxo, Dominique, Colette Fagan, Mark Smith, Marie-Thérèse Letablier, and Corinne Perraudin. 2006. *Parental leave in European companies*. European Foundation for the Improvement of Living and Working Conditions <http://www.eurofound.europa.eu/publications/htmlfiles/ef0687.htm> (accessed on 9 March 2007)

**Keywords:** policy analysis, working time and work–Life balance, parental leave, 21 European countries, comparative review of the different national parental leave systems.

The Foundation's Establishment Survey on Working Time and Work–Life Balance 2004–2005 set out to map the use of a variety of working time arrangements in companies, to assess the reasons for their introduction and their impact. This analytical report addresses the issue of parental leave as well as other forms of extended leave, such as leave to care for sick children or other adult family members. It offers a comparative review of the different national parental leave systems in operation, the differential use of parental leave by women and men across the 21 European countries and a discussion of the factors which influence take-up of parental leave by employees.

21) Biletta, Isabella and Mike Eisner. 2006. *Youth and work*. European Foundation for the Improvement of Living and Working Conditions <http://www.eurofound.europa.eu/publications/htmlfiles/ef06100.htm>

**Keywords:** policy analysis, employment situation of young people, unemployment of young people, comparative analysis of 26 European countries, policy analysis.

This study examines the employment situation of young people in 26 European countries, looking at unemployment data, the regulatory framework and programmes at national level specifically targeted at raising employment levels. The study also presents the role and views of the social partners and highlights the main issues for policy consideration. It is based on national reports on the subject, drawn up on the basis of a questionnaire, available on the Foundation's website.

22) Crompton, Rosemary and Clare Lyonette. 2006. Some issues in cross-national comparative research methods: a comparison of attitudes to promotion, and women's employment, in Britain and Portugal. *Work, Employment and Society* 20: 403-414.

**Keywords:** sociological study, attitudes towards promotion, women's employment, Britain, Portugal.

This article is a comparative cross-national research of attitudes to promotion and women's employment. This paper draws on the Family 2002 ISSP data for both Portugal and Britain. Among the issues explored are topics of gender equity and work-life 'balance'. For most cases, men are considerably more likely to think promotion is personally important than women, and professional and managerial employees of both sexes are more likely to think promotion important than intermediate or routine and manual employees. The results for Portugal, however, were rather surprising. Not only was there no difference, in aggregate, between men and women, but there were no significant differences between occupational classes either. Respondents in Portugal were also considerably more likely than respondents in Britain to express an interest in 'moving up the job ladder'.

23) European Foundation for the Improvement of Living and Working Conditions. 2006. *The gender pay gap: background paper*. European Foundation for the Improvement of Living and Working Conditions <http://www.eurofound.europa.eu/publications/htmlfiles/ef06101.htm>

**Keywords:** policy analysis, gender pay gap, comparative EU members.

Although collective agreements and minimum wage laws are in principle gender-neutral, women still end up earning less than men. This paper briefly explores some different facets of the 'gender pay gap' issue, based on data collected from two of the Foundation's projects: the European Industrial Relations Observatory (EIRO) report Pay developments – 1 2005, and the fourth European Working Conditions Survey, due to be published early in 2007.

24) Saraceno, Chiara, Manuela Olagnero and Paola Torrioni. 2005. *First European Quality of life survey. Family works and social networks*. Dublin: European Foundation for the Improvement of Living and Working Conditions. <http://bookshop.europa.eu/eGetRecords> (accessed 14 March 2007)

**Keywords:** policy analysis, quality of life survey, EU 28, work-life balance, employment policies, families, sociological study.

This report explores the importance of family support, social contact, and overall work-life balance for individual quality of life. The findings are based on the Foundation's First European Quality of Life Survey that was carried out across 28 countries: EU-25, two acceding countries Bulgaria and Romania and one candidate country, Turkey. The report shows that time constraints at work resulting from changing work and family patterns are impacting negatively on aspects such as quality of life, formation of families and family life. It highlights that many people find it difficult to provide the necessary care for children and the elderly because of work commitments. Above all the report argues that in order to take full advantage of social capital in a changing Europe employment policies will have to take account of the needs of families, households and children.

25) Wall, Karin and José São José. 2005. Managing work and care: a difficult challenge for immigrant families. *Social Policy & Administration* 38(6): 591-621.

**Keywords:** sociological study, immigrant families, reconciliation of work and family life, social care, migration trajectories, Finland, France, Italy, Portugal.

This paper explores the strategies used by immigrant families to reconcile work and care for young children in Finland, France, Italy and Portugal. Drawing upon interviews with couples or lone parents who have children below age ten, it shows that immigrant families rely on a diversity of work/care strategies. These strategies include extensive delegation of care (mostly to formal or non-familial informal care), negotiation of care within the nuclear family (both partners sharing the care responsibilities as well as older child care), mother-centredness (mothers cutting back on working hours), child negligence (leaving children alone) and the superimposition of care upon work (taking children to work). Almost all immigrant families, but especially first-generation ones, suffer from the absence of close kin networks to support childcare, strong pressure to work and from work ( long or atypical hours) and various integration problems such as social isolation, lack of information on services, and problems with housing. However, our findings show that migration patterns, among other factors, have a significant impact on work/care strategies. Highly qualified "professional migration" is more associated with extensive paid delegation (often private and high-cost), "marriage migration" with mother-centredness, and "unskilled worker migration" with low-cost solutions supplemented by workplace care, older child care and negligence. First-generation unskilled worker migrant families are more exposed to occupational and residential segregation,

atypical working hours, low earnings and difficulties in managing work and care for young children. Findings point to the still weak regulatory function of the different welfare states in the protection of these families” (p.591).

26) European Foundation for the Improvement of Living and Working Conditions. 2004. *Equal opportunities for women and men in services of general interest*. European Foundation for the Improvement of Living and Working Conditions paper no 6.

<http://www.eurofound.europa.eu/publications/htmlfiles/ef04128.htm>

**Keywords:** policy analysis, services of general interest, women’s quality employment, education, healthcare, and social services, comparing EU members.

This paper considers information and analysis based on the Foundation’s data and case study examples on the role of services of general interest in promoting women’s quality employment in the European Union. It highlights the importance of equal opportunity policies in shaping and modernising these services in line with the current EU political agenda. The examples provided relate to services, such as education, healthcare, and social services which are seen as key to the equal participation of women in the labour force.

27) Larsen, Trine P. 2004. Work and care strategies of European families: similarities or national differences? *Social Policy and Administration* 38(6): 654-677.

**Keywords:** sociological study, European families, reconciliation of work and family life, childcare, care patterns, Britain, Finland, Italy, Portugal.

This paper examines the work and care strategies chosen by full-time working families with children in Finland, Italy, Portugal and the UK. It asks whether European families in different countries, facing the same problems of balancing employment and childcare responsibilities, respond to their situations in similar ways. An increase in dual-earner families where both parents work full-time represents a general employment trend in today’s Europe. Also, within families with children, such employment patterns are now more common than they were previously. National differences may not be as marked as often indicated by country-based surveys. The qualitative data from the SOCCARE Project offer a way to examine this issue. The focal point of the paper is to make a comparative analysis of couples in similar work and care situations. Using their working hours as the common denominator, this paper analyses their daily childcare arrangements and how these are impacted by gender roles, working schedules, flexibility of workplace, income levels, parents’ educational background and availability of care facilities. Mothers in Portugal and Finland often work full-time despite the differences in the coverage levels of care services between these two countries. A large group of families (including three from Finland, three from

Italy, three from Portugal and one from the UK) rely on a care pattern where it is primarily the mother who gets the children ready in the morning. The paper concludes that European families' work and care strategies have many similarities whereby national differences may not be as marked as often indicated by contemporary research. The analysis clearly indicated that families in similar work and care situations, facing the same problems in balancing two full-time jobs and childcare responsibilities, employ very similar care patterns. As a result, a family living in, for instance, Portugal had more in common with a Finnish family than with their next-door neighbor.

28) Charles, Maria. 2003. Deciphering sex segregation: vertical and horizontal inequalities in ten national labour markets. *Acta Sociologica* 46(4): 267-287.

**Keywords:** sociological study, culture, gender, inequality, international, labour market, segregation.

Scholars and policymakers increasingly treat occupational sex segregation as a generic indicator of female economic disadvantage. This view is difficult to reconcile with evidence that levels of sex segregation are lower in reputedly 'gender-traditional' countries such as Italy, Japan, and Portugal than in 'progressive' Sweden and the US. Understanding such seemingly anomalous patterns requires a two-dimensional conceptualization of occupational sex segregation. In particular, an analytical distinction between vertical and horizontal gender inequalities. Based on data from 10 industrialized countries, claims regarding (1) the hybrid nature of sex segregation, and (2) the cultural and structural factors that influence its various components are empirically assessed. Results confirm that unequal distributions across the manual-non-manual divide ('horizontal segregation') and status differentials within these sectors ('vertical segregation') account together for a considerable share of occupational gender inequality. Gender-egalitarian cultural norms are associated with lower levels of vertical segregation in the non-manual sector, while postindustrial economic structures coincide with greater horizontal segregation (and more vertical segregation of non-manual occupations). Manual occupations are overall less male-dominated in Portugal, Italy, and Japan than in countries with more postindustrial economies. In two countries – Portugal and Italy – weak sex segregation is found on both vertical and horizontal dimensions. Women who are formally employed fall largely into two groups: academic credential women and uncredentialed women who work out of necessity. The complex horizontal and vertical dynamics revealed here cast further doubt on unidimensional conceptualizations of sex segregation. They also provide the key for deciphering some long-standing empirical puzzles in the field.

29) Spiess, Katharina and Ulrike Schneider. 2003. Interactions between care-giving and paid work hours among European midlife women, 1994 to 1996. *Ageing and Society* 23: 41-68.

**Keywords:** sociological study, care-givers, labour force participation, working women, family-work relationship.

This paper uses data from the European Community Household Panel surveys of 1994 and 1996 to study the association between changes in caregiving and changes in weekly work hours. Our sample comprises women ages 45-59 who participated in the labour force in at least one of the two years studied. Controlling for country variation, the authors find significant relationships between starting or increasing informal caregiving and changes in weekly work hours. No such association is found however among women terminating a caregiving commitment or reducing their care hours. Starting caregiving significantly reduces work hours for women in northern European countries (except Ireland). By contrast, women in southern Europe and Ireland respond to an increase in caregiving hours by a smaller increase or a higher decrease in work hours compared to non-caregivers. In summary, our results show that the impact of caregiving on adjustments of weekly work hours is asymmetrical and that it differs in southern and northern Europe. Portugal is characterized by relatively little institutional care and formal home-help, as well as, common family support and intergenerational households. Group A countries – all of which are in northern Europe – feature higher usage rates of formal elderly care services than Group B countries (Ireland, Spain, Portugal, Italy and Greece).

30) Fagan, Colette and Brendan Burchell. 2002. *Gender jobs and working conditions in the EU - a summary*. European Foundation for the Improvement of Living and Working Conditions <http://www.eurofound.europa.eu/publications/htmlfiles/ef0277.htm>

**Keywords:** policy analysis, gender and working conditions, health and well-being of the people in paid employment, 15 EU Member States, survey.

The Third European survey on working conditions was carried out in 2000 by the European Foundation for the Improvement of Living and Working Conditions; information was collected on the working conditions, health and well-being of the people in paid employment in the 15 EU Member States. The information was collected from individual workers in face-to-face interviews, in which they were asked to describe a number of aspects of their work and workplaces through a series of structured questions. Two previous surveys were carried out in 1991 and 1995/6 that permit an analysis of trends in some working conditions, and this latest survey has been expanded to include a much wider range of issues. This summary relates some of the main findings of the third survey in terms of gender-related issues and relies on extensive secondary analysis of the third survey dataset. It is a synopsis of the report *Gender, jobs and working conditions* by Colette Fagan and Brendan Burchell.

31) Fagan, Colette and Jacqueline O'Reilly. 2002. Why is part-time work so low in Portugal and Spain? In *Part-Time Prospects: an internacional comparison*, eds. Colette Fagan and Jacqueline O'Reilly: 199-213. London: Routledge.

**Keywords:** sociological study, part-time employment, Portugal, Spain.

The growth in part-time employment has been one of the most striking features in industrialized economies over the past forty years. *Part-Time Prospects* presents for the first time a systematically comparative analysis of the common and divergent patterns in the use of part-time work in Europe, America and the Pacific Rim. It brings together sociologists and economists in this wide-ranging and comprehensive survey. It tackles such areas as gender issues, ethnic questions and the differences between certain national economies including low pay, pensions and labour standards.

32) Lewis, Suzan and Janet Smithson. 2001. Sense of entitlement to support for the reconciliation of employment and family life. *Human Relations* 54(11): 1455-1481.

**Keywords:** policy analysis, family-work relationship, welfare state, social justice, cross-cultural analysis.

This article explores what young European women and men expect in terms of support – from the state and employers – for reconciling paid employment and family life. It is based on a qualitative study employing focus groups with young women and men in Norway, Sweden, Portugal, Ireland and the UK. Drawing on the concept of sense of entitlement, derived from social justice theory, it was expected that the type of welfare state and 'gender contract' that young adults have experienced will influence their sense of entitlement to support for work and family life. Findings indicate that participants perceived their entitlement to state and employer support differently across national context. However this is moderated by gender, parental and occupational status, and particularly by awareness of provisions in other countries. In the case of state support, while perceived entitlement to employer support varies according to the specific policy considered, gender, and perception of benefits to employers. Women's and men's sense of entitlement to state support for reconciliation of work and family will be lower in Portugal and Britain than in Sweden and Norway. Portugal has a very limited welfare state, and traditionally there has been a strong reliance on the extended family for support with childrearing, unemployment and old age. There is also a low rate of official unemployment in Portugal, but a highly precarious labour market and high levels of non-permanent work, without access to social benefits. Salary levels in Portugal are among the lowest in Europe and most men and women work full time, necessitating a rapid change from a traditional division of breadwinner/career roles towards a more 'modern' society. In Portugal and Ireland, where there had been less public discourse on the business case, work-family supports were more likely to be constructed as costs to employers, and favors rather than entitlements. Men in all the countries had a much lower sense of entitlement

than women to take up parental leave (in Portugal there is a statutory unpaid provision). In Portugal two full-time incomes are regarded as essential because of low wages. Some implications for public policy makers and employers are discussed. European Directives have tried to harmonize social policies across member states. A challenge for policy makers at European, national, and organizational levels will be to identify circumstances under which employees with family responsibilities can develop a sense of entitlement to the supports they need to fulfill the demands of both work and family roles, in the context of prevailing discourses of individualism and uncertainty.

33) Cousins, Christine. 2000. Women and employment in Southern Europe: the implications of recent policy and labour market directions. *South European Society & Politics* 5(1): 97-122.

**Keywords:** policy analysis, working women, labour policy, labour market, employment.

“This article examines the implications of European Union and national policy directions for women’s integration into the labour markets of southern European countries. First, there is a discussion of the distinctive nature of women’s integration into the labour markets of Greece, Italy, Portugal, and Spain. Secondly, the paper considers the implications of recent policy directions with respect to public-sector employment, payment structures, small firms, flexible work, and policies to reconcile employment and family life. Despite the welcome focus on mainstreaming gender equality into EU employment policies, many of the developments discussed in this paper would seem to be contradictory to this commitment” (p. 97).

34) Perista, Heloísa. 1998. Women in diaspora in the EU. In *Shifting Bond and Shifting Bounds: women, mobility and citizenship in Europe*, eds. Virgínia Ferreira, Teresa Tavares and Sílvia Portugal: 225-231. Oeiras: Celta.<sup>9</sup>

**Keywords:** sociological study, immigrants, women’s’ roles, diaspora.

Interviews 75 women who migrated from Switzerland, Greece, Ireland, and the UK to Portugal about their professional and family trajectories. Qualitative examination of their migratory experiences identified the major significance of attaining autonomy, the value of premigratory employment, education, qualifications, and the impact of nationality. The effects of marriage and childcare on their professional careers are also explored (p.1). A significant part of migrant women coming from the EU shared a negative assessment of their migration process for work opportunities.

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<sup>9</sup> A Portuguese version of the same article was published also in 1998, *Revista Crítica de Ciências Sociais* 50.

### 3. Intimate Citizenship

#### 3.1. Portuguese Sources

1) Wall, Karin. Forthcoming in 2007. *Famílias em mudança e políticas de família em Portugal* [Family change and family policies in Portugal]. Lisbon: ICS.<sup>10</sup>

**Keywords:** policy analysis, evolution of family policies analysis, division of labour, income, social services, institutions.

This book explains the historical and legal evolution of family policies in Portugal. Chapter 1 focuses on issues dealing with the formation of families: family law, marriage, divorce and children's birth. Chapter 2 is particularly interesting for the QUING (mainly for non-employment issue) because it addresses the division of labour in the families. Within this chapter there is a section on "employment and parenting policies". The author argues that the Portuguese approach to female employment and parenting policies during the last few decades is characterized by two main trends: an overall favourable attitude to female employment (regardless of marital or parental status) and a more reluctant and gradually changing approach to the problem of reconciling family life and employment after pregnancy and early motherhood. Chapters 3 and 4 are more relevant for intimate citizenship issues as they address topics such as family income, family benefits, housing and subsidies for families with children. Finally, chapter 5 describes the different kinds of institutions dealing with family policies in Portugal.

2) Santos, Ana Cristina. 2005. *A lei do desejo: Direitos Humanos e minorias sexuais em Portugal* [The law of desire. Human Rights and sexual minorities in Portugal]. Porto: Afrontamento.

**Keywords:** policy analysis, sexuality, GLBT rights, activism.

In this article it is argued that the GLBT movement has included claims regarding human rights as a way to get closer to other social movements. Santos mentions the trajectory of the GLBT movement in Portugal from invisibility to a new social movement. Most of the political contestations of this movement have been around same-sex unions, but the movement has been concerned with a plurality of other political issues, such as, sexual education, teenage pregnancy and illegal abortion. Santos also provides an historical account of legal norms regarding homosexuality. The Civil Code of 1995 still maintains some discriminatory policies and Family Law discriminates against LGBT individuals for example for adoption, which is sought of as only applicable to heterosexuals. The author mentions several

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<sup>10</sup> Useful for the WHY, timelines and structures (chapter 5).

other discriminations against LGBT individuals and if the LGBT movement has tried to solve them and how successful it has been.

3) Santos, Ana Cristina 2005. Heteroqueers contra a heteronormatividade: notas para uma teoria queer inclusive [Straight queers against heteronormativity: towards an inclusive queer theory]. *Oficina do CES* 239. Online version: <http://www.ces.uc.pt/publicacoes/oficina/239/239.php>.

**Keywords:** policy analysis, queer theory, Portuguese LGBT movements, heteronormativity.

In the 1990s the emergence of queer theory provided several theoretical, ethical and methodological challenges for research. Based on the analysis of the Portuguese lesbian, gay, bisexual and transgender movement (LGBT) between 1998 and 2005, this article reflects upon the emergence of a fairly recent category – the heteroqueers, that is, heterosexuals that actively reject the privileges associated with heteronormativity. This has implications to feminist queer theory, by identifying the costs and benefits of that identity and by providing new clues for research in that area. In Portugal, there is so much to achieve in legal, political terms that I think it is fundamental to broadened the social basis of support of the LGBT movement. Building coalitions, including minorities, and accepting diversity are all part of building a more inclusive and just society.

4) Leite, Sofia. 2004. Breve sociografia sobre as famílias reconstruídas portuguesas [Brief sociography of Portuguese reconstituted families]. *Revista de Estudos Demográficos* 35: 53-89.

**Keywords:** sociological study, reconstituted families, married couples, cohabiting couples, marriages with children from previous relationships.

The sharp rise in divorce rates in the past decades has led to the common practise of forming a new family through a new marriage or by living with a new partner. These new families often include children of past relationships of both spouses/partners or of only one of them and frequently also include children born under the current conjugal relationship. These are called reconstituted families. This article provides a brief sociography about Portuguese reconstituted families based on the Census 2001 results and on Demographic Statistics. Besides determining the extent of this phenomenon, the study will also identify some demographic and social characteristics of the persons belonging to this type of family.

5) Oliveira, Guilherme de. 2004. Dois numa só carne [Two in one flesh]. *ex aequo* 10: 41-50.

**Keywords:** policy analysis, family Law, roles of the spouses, spouses equality, family responsibilities.

“The article describes the evolution of Civil Family Law since the traditional husband domination until the contemporary equality of the spouses. Facts show, however, that the wife remains disadvantaged in relation to the husband or the ex-husband. Which role may still play the legislator of Civil Family Law? It is certainly in the large area of Social Law that contributions to de facto equality may arise” (p.103/104).

6) Portugal, Sílvia. 2004. Políticas de família em Portugal [Family policy in Portugal]. *Con(m)textos de Sociologia* 3: 6-12.

**Keywords:** policy analysis, family policy, equality policies, Portugal.

Sílvia Portugal seeks to answer to two questions: “are there actually family policies in Portugal?” and “does it make sense to talk about family policies?” Concerning the first question, the author argues that there are no family policies in Portugal, since there are no public powers orientated to this problematic. There is not even the social consciousness that a public intervention with social goals at this level would be important. Concerning the second question, Sílvia Portugal argues that it makes sense to talk about family policies if articulated with equality policies, since there is an inequality between women and men within families.

7) Wall, Karin. 2004. Políticas de famílias em Portugal [Family policies in Portugal]. *Con(m)textos de Sociologia* 3: 13-20<sup>11</sup>.

**Keywords:** policy analysis, family policy, historical evolution.

The goal of this paper is to analyze some of the main characteristics of family policies in Portugal. The author points out the differences between family policies before and after the 25<sup>th</sup> of April 1974 and describes the evolution of those since 1974. Wall argues that the Portuguese state seeks to regulate and support family life and the ideal of the family. She states that family policies in Portugal have a pro-equalitarian perspective, which tries to articulate family policy with equality policy.

8) Aboim, Sofia. 2003. Evolução das estruturas domésticas [Evolution of domestic structures]. *Sociologia: Problemas e Práticas* 43: 13-30.

**Keywords:** sociological study, family structure, modernization, demographic change, family size.

On the basis of Laslett’s (1972) concept of a household, the aim of this article is to establish the principal aspects of how the organization of family life in Portugal has developed in the last 40 years, through an analysis of the

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<sup>11</sup> Useful for the timelines and the institutional structure.

1960, 1991, and 2001 censuses. Under the impact of the modernization of Portuguese society, family life has registered certain noteworthy changes. Important examples are the decrease in the average family size, the rise in one-person households, the fall in the number of large households of complex families. Furthermore, probably as a reflection of the reduction and postponement seen with regard to childbearing, the rising divorce rate and the aging of the population, the number of families consisting of a couple with children has fallen. While families consisting of couples without children or lone-parent families have risen.

9) Guerreiro, Maria das Dores. 2003. Pessoas sós: múltiplas realidades [One-person household: multiple realities]. *Sociologia: Problemas e Práticas* 43: 31-49.

**Keywords:** sociological study, family structure, single persons.

The present article centers on the study of people living alone in Portugal. On the basis of the census data for 2001 & 1991, an analysis is made of the development of domestic units with a single resident. The article also makes a comparison with European level data and describes the multiplicity of geographical distribution of the social profiles pertaining to the people that make up those units. The article also gives an account of the main expansion trends in the various profiles identified, proposing certain hypotheses as a basis for the sociological comprehension of this many-sided phenomenon.

10) Leite, Sofia. 2003. Famílias em Portugal: breve caracterização socio-demográfica com base nos censos 1991 e 2001. [Families in Portugal: a brief socio-demographic characterization of the 1991 and 2001 census]. *Revista de Estudos Demográficos* 33: 23-38.

**Keywords:** sociological study, marriage, cohabitation, conjugality, extra-marital births.

The overall aim of this study is to give greater visibility to the practise of people living together in Portugal and its processes of change over the past years. More specifically, we intend to analyse the phenomenon of cohabitation in its various forms, in an endeavour to determine the social profile of the actors concerned. In order to do so, we resorted essentially to a quantitative approach, in order to determine the incidence and development of cohabitation in Portugal and the main socio-demographic characteristics of its leading figures.

11) Vasconcelos, Pedro. 2003. Famílias complexas: tendências de evolução. [Complex family households: Development trends]. *Sociologia: Problemas e Práticas* 43: 83-96.

**Keywords:** sociological study, marriage, social identity, gender.

An endeavor is made to trace the main development trends in complex family households in Portugal from 1991 to 2001, on the basis of an analysis of census data. To characterize this specific way of organizing family life, the internal family structure, its complexity, and the social profile of the people involved are analyzed. Interregional variation in family complexity, a classical subject of sociological and anthropological observation are observed. Throughout the analysis an attempt is made to present clues as to why the relative importance of complexity in the overall panorama of domestic structures in Portugal has progressively decreased.

12) Wall, Karin. 2003. Famílias monoparentais [Single-parent families]. *Sociologia: Problemas e Práticas* 43: 51-66.

**Keywords:** sociological study, family structure, single parent family, demographic changes.

The article's main objective is to characterize single-parent families in Portugal in 2001, and to analyze their development during the last decade. There has been an increase, in absolute and relative terms, in the number of single-parent families. A contrast has emerged between a group of southern coastal regions, in which the high percentages of single-parent families with dependent children are to be seen versus other regions. As in the past, it is the single mothers who predominate and a high number of single mothers and fathers live in complex families. With respect to the changes involved, there has been a rise in educational levels and an increase in the number of single people, along with a fall in the relative representation of widows and widowers.

13) Wall, Karin and Sofia Aboim. 2003. Perfis regionais de mudança familiar: síntese final [Regional profiles of the changing family: Final synthesis]. *Sociologia: Problemas e Práticas* 43: 97-100.

**Keywords:** sociological study, family structure, demographic changes, regional differences.

Compares 1991 and 2001 Census results to demonstrate the changing domestic structure in six different regions of Portugal. The regions are categorized according to increased levels of informality in the basic family structure. Lisbon and other large urban areas are defined by sharp increases in informal family structure. Porto and other mid-range urban areas are marked by measurable increases, and isolated rural regions are described as highly traditional. Variables include single-parenting rates, numbers of working mothers, numbers of multi-generational households, and rates of cohabitation outside of marriage. It is concluded that except in the one most rural and isolated region, Portugal is experiencing a dramatic change in the typical domestic structure.

14) Aboim, Sofia and Karin Wall. 2002. Tipos de família em Portugal: interacções, valores, contextos [Types of family in Portugal: Interactions, values, contexts]. *Análise Social* 37(163): 97-100.

**Keywords:** sociological study, family structure, family life, family relations, social cohesion, integration.

The objective of this article is to identify the different types of families in contemporary Portugal. Starting from the concepts of cohesion and integration, family interactions are observed, and it is attempted to link these to the more institutional or more "companion-based" values of family life, as well, as to the social positions of the marriage partners.

15) Ferreira, Pedro Moura and Sofia Aboim. 2002. Modernidade, laços conjugais e fecundidade: a evolução recente dos nascimentos fora do casamento [Modernity, marital ties and fertility: Recent changes in birth outside marriage]. *Análise Social* 37(163): 411-446.

**Keywords:** sociological study, cohabitation, fertility, demographic change.

Situations involving cohabitation and unmarried mothers are analyzed in order to highlight the family components that since the 1970s contributed the most to the continuous increase in the number of births occurring outside marriage. An attempt is made to identify the modern and traditional dynamics that are at the base of this demographic phenomenon.

16) Fontes, Fernando and Ana Cristina Santos. 2001. O estado português e os desafios da (homo)sexualidade [The Portuguese state and the challenges of (homo)sexuality]. *Revista Crítica de Ciências Sociais* 59: 173-194.

**Keywords:** policy analysis, state/society relations, homosexuality, sex roles identity, oppression.

During the last decade, the authors have witnessed protests, demands, and debates around the rights of homosexuals. The Portuguese state constrains homosexual identity through obstructive mechanisms, such as juridical-legal omission or non-regulation of laws previously approved by Parliament. The ambiguity between text and juridical effectiveness has been the most characteristic form of action of a state that, in this way, attempts to sanction the principles of equality and nondiscrimination established by the European Union. At the same time it legitimizes a rigid morality, heir to centuries of religious tradition and to the absence of critical opposition. This article seeks to take into account these and other contradictions, analyzing the role of the state in the process of assertion of homosexual identities in contemporary Portuguese society.

17) Santos, Ana Cristina e Fernando Fontes. 2001. O estado português e os desafios da (homo)sexualidade [The Portuguese State and the Challenges of (Homo)Sexuality]. *Revista Crítica de Ciências Sociais* 59: 173-194.

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18) Wall, Karin. 2001. Famílias no censo 2001: estruturas domésticas em Portugal [Families in the 2001 Census: domestic structures in Portugal]. *Sociologia, Problemas e Práticas* 43: 9-11.

**Keywords:** policy analysis, family structure, demographic change, single-parenting.

The article covers the changes to the domestic structure in Portugal between the 1991 and 2001 by using censuses data from those two years. Higher divorce rates, increased cohabitation outside of marriage, lowered fecundity rates, and higher levels of single-parenting have combined to dramatically alter the traditional family structure in Portugal over the past decade. It is contended that it is impossible to understand the concept of family without analyzing the structure of family life. This organizational structure, like social structures in general, is subject to historical and cultural forces. Results from the 2001 census indicate that Portuguese society and policymakers must now reconsider the domestic structure and comprehend how diverse it has become. Their outdated traditional notion of the two-parent, working father, stay-at-home mother, multi-child family needs to be re-conceptualized.

19) Joaquim, Teresa. 2000. Saúde das mulheres: cuidar dos outros, cuidar de si [Women's health: care of others, care of self]. *ex aequo* 2/3: 191 – 204.

**Keywords:** sociological study, women's health, welfare state, caregiving.

"This paper reflects on what is women's health, taking into account the different socialization processes of boys and girls. Care of others constitutes, in the maternal-domestic sphere, a non-official health system which is not considered as work or related to production, from the point of view of women's health. The paper also seeks to establish a connection between the symbolic devaluation of care work – seen as a mere repetition of the same – and the difficulty of access to subjectivity, to theory, to care of self, both at the political (e.g., the debate about abortion) and the personal level" (p. 248).

20) Portugal, Sílvia. 2000. A igualdade nas políticas de família. Um estudo de caso sobre o Ano Internacional da Família [Equality in family policies. A case study on the International Year of the Family]. *ex aequo* 2/3: 175-189.

**Keywords:** policy analysis, equality in family policies.

"This article discusses the status of family policies within the context of social policies in Portugal and their articulation with equality policies. The author analyses governmental discourses and practices on this issue since 1974, highlighting the contradiction between the ideological commitment to the "family question" and the absence of actual social policy measures. Based on a case study on the International Year of the Family, the author discusses state intervention in this matter" (p.247/248).

21) Portugal, Sílvia. 2000. Retórica e acção governativa na área das políticas de família desde 1974 [Governmental rhetoric and action in family policies since 1974]. *Revista Crítica de Ciências Sociais* 56: 81-92.

**Keywords:** policy analysis, family policy, social policy, rhetoric, welfare state, legislation.

The goal of this article is to present a number of exploratory ideas on the statute of family policy within the overall social policies in Portugal. It starts by glancing at two political and legal discourses in connection with the "family question". The discourse on the 'family' seeks to discuss the profiles for State intervention in this matter. By analyzing the programs of the governments and the legislative texts produced since 1974, the article confirms the existence of a deep contradiction between the explicit politico-ideological compromise towards the family question on behalf of the State, and the secondary character that family policies have in the overall social policies in the country. The article mentions the contradiction between family policies that are based in the principle of universalization, and the limited coverage and provision of benefits, despite the increase of dependents (elderly, youth, and unemployed).

22) Ferreira, Vrginia. 1998c. Os paradoxos da situao das mulheres em Portugal [the paradoxes of the situation of women in Portugal]. *Revista Crtica de Cincias Sociais* 52-53: 199-227.

**Keywords:** policy analysis, sexual division of labour, labour force participation, sexual inequality.

Despite their high rate of labour market participation, Portuguese women cannot count on men to share household tasks. Women also interact the least in public and political life. This situation occurs in a juridical and constitutional framework based on the poorly realized presupposition of equality. Different modalities of segregation and discrimination persist, despite the feminization of systems such as teaching/education. This article emphasizes the multiple dualisms and segmentations that make Portuguese society a complex, multifaceted reality.

23) Fernandes, Ana A. 1997. *Velhice e sociedade: demografia, famlia e polticas sociais em Portugal* [The elderly and society: demography, family and social policies in Portugal]. Oeiras: Celta.

**Keywords:** policy analysis, elderly, social problems, demography, family policies.

This book refers the main demographic and social changes that affected the elderly in Portugal. The author provides also an overview of the different ways of understanding the elderly and the policy-changes set in place for the elderly, such as, state assistance. Fernandes argues that the 1976 Constitution already mentions a concern with the elderly and mentions the creation of a specific elderly policy that would assure economic security and would avoid isolation within this group (p.145). Several state institutions were created to provide assistance to the elderly in recent years (living assistance facilities, centers for elderly). Fernandes also discusses the emergence of elderly category as a social problem due to lack of economic resources or diseases affecting this group (p. 149). Finally, she mentions the contradictions that exist between a state that substitutes the family in assistance but still claims that the family should be the central source of care-giving.

24) Portugal, Slvia. 1995. As mos que embalam o bero: um estudo sobre redes informais de apoio  maternidade [The hands that rock the cradle: a study of informal support networks during maternity]. *Revista Crtica de Cincias Sociais* 42: 155-178.

**Keywords:** policy analysis, welfare state, support networks, mothers, kinship networks.

The crisis of the welfare state in industrial societies has brought to the center of political and theoretical debates a reality that many forgotten during the

golden age of public policy: primary solidarities play a key role in providing for social needs and in maintaining the welfare of individuals. Boaventura de Sousa Santos (1993) has described how the strong informal assistance network known as the welfare society helps to make up for the deficiencies of the welfare state in Portugal. Analysis of interview data from 223 mothers in Coimbra, who bore their first child in 1993, reveals three fundamental characteristics in the functioning of informal assistance networks: (1) primary orientation toward relatives; (2) more assistance from the mother's side of the family; and (3) the bulk of assistance provided by women. Many families receive gifts of baby furniture, clothing, etc, and newborns are often cared for by their grandmothers while their mothers work. Special attention is given to this type of social assistance, for which no reimbursement is expected.

25) Wall, Karin. 1995. Apontamentos sobre a família na política social portuguesa [Notes on the family in Portuguese social policy]. *Análise Social* 30(131/132): 431-458.

**Keywords:** policy analysis, family research, demographic change, family life.

In Portugal, sociology of the family has been subject to numerous historical influences. Between 1909 and 1934, many Portuguese sociologists were influenced by the French school. Subsequently, various family models were examined with respect to local economic regions. In the 1950s and 1960s, many attempts were made to extend this methodology to ethnological studies. During the 1960s, various processes were at work that ultimately affected the Portuguese family, eg, increased industrialization, an opening to foreign investment, wars in overseas colonies, the stagnation of rural areas, and migration to the cities and abroad. New sociological research institutions were founded to investigate these phenomena. In the 1970s, much attention was given to the relationship between family and social class, but during the 1980s demographic studies became the primary focus. References to the Portuguese weak welfare state, informal networks of support, and formal assistance to family is based on universalization of social assistance.

26) Dias, Isabel. 1994. Família e discurso político: algumas pistas de análise [Family and political discourse: some methodological considerations]. *Sociologia* 4: 97-171.

**Keywords:** policy analysis, family policy, discourse analysis, government.

The article gives an historical comparison of the political discourses on family between the 1<sup>st</sup> and 12<sup>th</sup> constitutional governments. It also provides an overview of the political discourses on the family put forward by the main political parties. Her findings are that the state, the constitutional governments, and the political parties have a consensual and similar view about what the relationship between state and family should be. The main changes in Family Law occurred after the 1976 Constitution. The model or the dominant discourse of the family-state relationship is one in which the

legitimization of state intervention is understood as long the autonomy and freedom of the family is assured. The state provides both social control and protection for the family and its individual members.

27) Cabral, João de Pina. 1993. A lei e a paternidade: as leis de filiação portuguesas vistas à luz da antropologia social [The law and paternity: Portuguese views on paternity law in view of social anthropology]. *Análise Social* 28(4-5): 975-997.

**Keywords:** policy analysis, family relations, legal system, parenthood.

In Portugal the legal determinations of paternity rely on the mother, whose identity is not in doubt. However, this view is subject to exploitation by the patriarchal structure of the legal system. An additional legal principle - that the father is the one who is married to the mother - erroneously assumes that spouses are faithful to each other. Since 1975, efforts have been made to standardize paternity law throughout the European Community countries. More recently, genetic testing has altered the legal issue of paternity. Analysis of 147 tests conducted in Oporto in 1989/90 showed that, in 43 cases, the mother had incorrectly identified the father. Special attention is given to the implications for lower socioeconomic households headed by women, an increasingly familiar phenomenon.

### 3.1.1. Comparative Studies

28) Aboim, Sofia. Forthcoming in 2007. Clivagens e continuidades de género face aos valores da vida familiar em Portugal e noutros países europeus [Gender cleavages and continuities regarding family values in Portugal and other countries]. In *Família e Género*, eds. Karin Wall and Lígia Amâncio. Lisbon: ICS.

**Keywords:** sociological study, gender, family values, attitudes, Germany, Britain, Sweden, Check Republic, Spain, France, Portugal.

The article tries to address the issue of cleavages and continuities between female and male values regarding the family. Aboim shows that there is diversity within the European context on gender attitudes towards the family, and that the Portuguese case represents specificity in the reconciliation of values and gender practices. The author demonstrates that to grasp family attitudes the dichotomy of modern and traditional values is not enough to capture the complexity of how family values organize in Europe. In the Portuguese case there is a combination of both material and familial values with as equality within the family. Well-being and achievement for Portuguese women is very children-based.

29) Cova, Anne, Natália Ramos and Teresa Joaquim. 2004. *Desafios da comparação: família, mulheres e género em Portugal e no Brasil* [Challenges to

the comparison between family, women, and gender in Portugal and Brazil]. Lisbon: ICS.

**Keywords:** policy analysis, women's rights, gender equality, reproductive rights, elderly women.

The authors refer that there is no formal or legal discrimination based on sex in Portugal and the state has assumed its role in promoting gender equality (p.6). The image of the "head of the family" has disappeared, there is equal treatment and access to work. The state has paid considerable attention to women's training, has ratified laws on domestic violence and the Plan for Equal Opportunities was set in place (p.7). There is also a maternity and paternity leave in Portugal. Although this is the legal situation in Portugal, the reality is far less positive. Women earn less than men (75%), they are the majority of unemployed and illiterate, they are victims of different forms of violence, and are part of the poorest and more excluded groups in Portuguese society (p.8). The debate around reproductive rights has been almost exclusively about abortion legislation instead of a broader discussion about women's rights and political participation (p.228). Elderly women are one of the most vulnerable groups in Portuguese society in terms of poverty, isolation and lack of housing.

### 3.2. English Sources

30) Santos, Ana Cristina. 2004. Sexual orientation in Portugal: towards emancipation. *South European Society & Politics* 9: 159-190.

**Keywords:** policy analysis, Portuguese LGBT movement, LGBT organizations and public events, Portuguese society, globalization.

"This essay is divided into four sessions. It begins with a theoretical reflection on the concepts of equality and difference, leading to the question of the conditions and possibilities provided by capitalism to the struggle for sexual emancipation. This is followed by an analysis of the specific nature of contemporary Portuguese society, considering questions such as its semiperipheral location, the fragility of civil society and the predominance of Judaeo-Christian ethics. Then, (...) [the author moves] to a more empirical reflection on the strategies, alliances and socio-political aims of the Portuguese LGBT organizations, within the international context of the globalization of the LGBT movement. This involves the examination of documents, internal literature, and other theoretical and empirical studies on this subject, with priority given to the direct observation of recent public events organized by this movement such as the Gay Pride March (June 2000), the Gay Pride Fest (*Arraial Gay*) (1999 and 2000), and the Gay and Lesbian Film Festival (1999 and 2000). Finally, (...) [Santos attempts] to assess the counter hegemonic potential of the struggle for sexual

emancipation, based on the involvement of the Portuguese LGBT movement in other struggles for the right to difference and non-discrimination” (p. 160).

31) Aboim, Sofia. 2001. Gender relations and marital interactions in Portugal: a comparative analysis of male and female discourses. *Journal of European Social Policy* 11: 213-233.

**Keywords:** policy analysis, family, inequalities, informal support networks, support and care, welfare society.

This article analyses informal support networks in Portugal. Using data from a national survey on families with children (1999), it explores the characteristics of, and variations in, families' experience of support. The analysis underlines the importance of social factors, such as, the position of families in social and educational structures, and family variables, such as position in the life course, as factors that determine the extent of support received by families. The results show that many families have a low level of support and that extended kinship does not play a significant role in providing support. As in other European countries, assistance flows mainly from parents, from the wife's family, and from women rather than men. It is also strongly related to families' position in social structure, with low educational levels and less favourable occupational categories determining lower levels of support over the course of married life. Thus welfare provision stemming from informal relationships reinforces existing social inequalities rather than compensating for them, and the idea of a strong pre- and post-modern welfare society must be challenged.

32) Wall, Karin, Sofia Aboim *et al.* 2001. Families and informal support networks in Portugal: the reproduction of inequality. *Journal of European Social Policy* 11(3): 213-233.

**Keywords:** sociological study, family, inequalities, informal support networks, support and care, welfare society.

This article analyses informal support networks in Portugal. Using data from a national survey on families with children (1999), it explores the dynamics of support, in terms of the characteristics of, and variations in, families' experience of support. The analysis underlines the importance of social factors, such as the position of families in social and educational structures, and family variables, such as position in the life course, in determining the extent of support received by families. The results show that many families have a low level of support and that extended kinship does not play a significant role in providing support. As in other European countries, assistance flows mainly from parents, from the wife's family and from women rather than men; it is also strongly related to families' position in social structure, with low educational levels and less favourable occupational categories determining lower levels of support over the course of married life. Thus welfare provision stemming from informal relationships reinforces

existing social inequalities rather than compensating for them, and the idea of a strong pre- and post-modern welfare society must be challenged. Evidence from this research suggests that informal support networks in Portugal do not take the form of a 'welfare society' in which all families and individuals, but especially the poorest, have systematic access to informal assistance. Cash benefits are still low in Portugal and formal care services, public and non-governmental, have only expanded somewhat more rapidly over the last decade.

33) Wall, Karin. 2001. The situation of families in Portugal in the late 1990s. [<http://195.23.38.178/conciliar/files/concilia-sit.%20familia.pdf>] *The European*.

**Keywords:** policy analysis, family policies, welfare state, gender-equity.

Family policy has continued to be implicit, not explicit, in the sense that public responsibility for family well-being has been embedded in national policies rather than acknowledged as a separate policy domain. Family policy has generally been dealt with as a subfield of social policy, with the Ministry of Labour and Solidarity – entrusted with tasks related to employment, social security and social affairs – emerging as the main locus for policy-making in this area. Two main policy perspectives have underpinned this type of family policy. The first is centred on the distributive and compensatory aims of family policy, with poverty, disability and high-risk groups – not family structure or family-building – as the main triggers for action. The second perspective emphasizes a commitment to the principle of family privacy and autonomy. A third dimension of family policy – the balance between the State, the market and the third sector in providing support for families – has been less consensual. In practice, this has implied the development of a double trend during the late 1990s. On the one hand, it implies a policy response insisting on public support for all families, with at least some universal or public-sector responses (family benefits, for example). On the other, it implies a policy option focusing on the development of mixed welfare solutions, emphasizing balanced combinations between state, third-sector and family responsibilities, as well as universalization and selectivity. Gender equity was an issue introduced with some emphasis after the Revolution of 25 April 1974, and has done more than sustain public responsiveness to the importance of women's work and the protection of women in the workplace. It has also developed, in particular over the last few years, a stronger linkage to family policy through the issue of the reconciliation of work and family life. Increasingly, the policy focus has been on the need for a wider range of basic support services as well as the increased participation of husbands and fathers in family life.

34) Portugal, Sílvia. 1999. Family and social policy in Portugal. *International Journal of Law, Policy and the Family* 13: 235-246.

**Keywords:** family policy, welfare state, labour market.

Portugal may be seen as an example of the “social model of the South”, characterized by a fragmented and corporatist benefit system and a universalist National Health System. But Portugal is also characterized by a low degree of state welfare penetration and the persistence of clientelism in access to welfare. The absence of an explicit family policy is noted and the implications of this social model for the aggregate impact of policies on families is explored. The reliance on family support is shown to accentuate existing gender inequalities. The family support system is also highly vulnerable to current social and demographic changes, particularly in women's labour market participation. A problem revealed in the article is the scarcity of the means of welfare society. In the case of childcare, the elements involved are exclusively women – it is they who continue to bear most of the responsibility for ‘raising’ children and ‘taking care’ of them. But with growing numbers of women entering the labour market, these resources will dwindle. Families really prefer informal models of childcare, where the family itself has a predominant role. The key question is what should be the profile of state intervention in childcare. The fundamental point that should be emphasized is that the State is not only a *provider* of welfare, but also a legitimate *regulator* of societal values and activities.

35) Portugal, Sílvia. 1998. Women, childcare and social networks. In *Shifting bond and shifting bounds: Women, mobility and citizenship in Europe*, ed. Virgínia Ferreira, Teresa Tavares and Sílvia Portugal: 345-355. Oeiras: Celta.

**Keywords:** policy analysis, childcare services in Portugal, informal social networks, models of childcare.

“Social representations concerning motherhood and childcare tend to favour family assistance to the detriment of state aid. This explains why the State has for so long resisted “taking care of the children” (p. 345). The author starts by describing childcare services in Portugal. She argues that, although there is an Article (67) in the Portuguese Constitution promulgating the creation of a national network for mother and child assistance, the services supporting childcare in Portugal are deficient. Then, she analyses the result of a survey applied to families living in Coimbra. The data revealed that child supervision is essentially a family responsibility and that families need the help of relatives and friends in order to meet their children needs. Sílvia Portugal concludes that “women have been used, to a great extent, as a “reserve army” for the reproduction of families, supplying low-cost services of high quality and great flexibility” (p. 353).

36) Wall, Karin. 1997. Portugal: Issues concerning the family in 1996. In *Development in national family policies in 1996*, eds. John Ditch, Helen Barnes and Jonathan Bradshaw. European Observatory on National Family Policies. York: The University of York.<sup>12</sup>

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<sup>12</sup> Karin Wall writes this report more or less every year. Some of them have been published while others can be found in the European Observatory on National Family Policies webpage.

**Keywords:** policy analysis, family policies.

Portugal, just like other Southern countries, can be described as a country with a strong and explicit ideological commitment to the family, but a low profile as far as family policy is concerned. In this publication, the author reflects on issues concerning the family in Portugal that more relevant in 1996. More precisely, it describes the changes that occurred in terms of family policies in the first half of the 1990s. It deals with topics such as taxes and benefits, housing, reconciling work and family life, and care for the elderly and/or disabled people.

### 3.2.1. Comparative Studies

37) Bettio, Francesca and Janneke Plantenga. 2004. Comparing care regimes in Europe. *Feminist Economics* 10: 85-113.

**Keywords:** policy analysis, families, Europe, social policy, childcare, elderly care.

Throughout Europe, the family is still an important provider of care, but welfare state policies of individual countries may support and/or supplement the family in different ways, generating different social and economic outcomes. This article compares and categorizes care strategies for children and elderly persons in different member states of the European Union, while also taking into account the varied modalities for providing care, like leave arrangements, financial provisions, and social services. In EU countries, care regimes function as "social joins" ensuring complementarity between economic and demographic institutions and processes. As these processes and institutions change, they provide impetus for care regimes to change as well. However, because ideas and ideals about care are at the core of individual national identities, care regimes also act as independent incentive structures that impinge on patterns of women's labour market participation and fertility.

38) Chambaz, Christine. 2001. Lone-parent families in Europe: a variety of economic and social circumstances. *Social Policy and Administration* 35: 658-671.

**Keywords:** sociological study, lone-parent families, family policy, employment rates, Portugal, UK.

The third wave of the European Community Household Panel Survey (ECHP) shows that 12 per cent of European families were lone-parent families in 1996. Nine single parents out of ten are women, usually divorced or separated. The proportion of lone parent families varies from country to country, but in Portugal is 12 per cent, compared to 23 per cent in the UK. Most lone parents are working, and very often occupy a full-time job, but the

employment rate ranges from only 40 per cent in the United Kingdom to 75 per cent in Portugal. Lone-parent families benefit from social transfers more often than other families, but in Portugal social transfers are not so significant, the role of private transfers in reducing poverty is as great as that of social transfers. In Portugal, 80 per cent of isolated lone-parent families receive incomes from work, which accounts for 70 per cent of their income. Also, in Portugal 80 per cent of families receive family allowance payments, and lone-parent families receive higher amounts. Even in countries where poverty is quite widespread, such as Portugal, lone-parent families account for proportionately less of poverty. The housing circumstances of lone-parent families vary widely from country to country. In the south of Europe, 25 to 40 per cent are lodging in a larger household, suggesting solidarity within the extended families. Women dominate lone parenthood, especially in Portugal (94 per cent). In countries where lone parents are older, the number of widows and widowers is larger, as in Portugal, Italy, Greece and Spain.

39) Arnot, Madeleine, Helena Araujo, Kiki Deliyanni, and Gabrielle Ivinson. 2000. Changing femininity, changing concepts of citizenship in public and private spheres. *European Journal of Women's Studies* 7: 149-168.

**Keywords:** policy analysis, patriarchy, sexual contract, student teacher, Greece, Portugal, England, Wales.

This article reports on an EU-funded project conducted in Greece, Portugal, England, and Wales. Data were collected from male and female student teachers using surveys, interviews and focus groups. The project investigates their understanding of citizenship and the role of men and women in public and private life. Pateman's (1988) concept of a *sexual contract* was used to discover how student teachers understood changing relations between men and women. Young professionals in each country had relatively similar representations of the public sphere, which was seen as a distant sphere in which masculine power was unchallenged. The tension between power and femininity was articulated differently by men and women. Cross-national comparisons revealed how women in different European countries struggle (albeit in different ways) over gender relations in family life and in everyday social contexts. Although gender relations are changing, the primary context for female citizenship is still predominantly the family. The sexual contract remains therefore a key theme to be considered in relation to the education of citizens.

40) Cardoso, João Casqueira. 2000. Making women count in Portugal. In *Making women count: Integrating gender into law and policy-making*, ed. Fiona Beveridge, Sue Nott and Kylie Stephen: 77-106. Dartmouth: Ashgate<sup>13</sup>.

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<sup>13</sup> Useful for the timelines and the selection of texts.

**Keywords:** policy analysis, equal opportunity, gender equality, mainstreaming, legal framework, policies.

Regarding the field of equal gender opportunity within the EU, Portugal shows a peculiar paradox between a modern legal framework and an urgent need of developing real approaches. Considering the institutional and constitutional commitment to gender equality, the real and practical impact within Portuguese society has not been effective. Advanced equality policies, like mainstreaming and positive action measures, introduced very recently in the Portuguese context, were regarded as adequate and opportune tools to help closing this major gender gap and turning the existing theoretical frame into real mechanisms. Despite this clear increment of political commitment, the late arrival of the governments' first programme (The Global Plan for Equal Opportunities dates from 1997) could not change the Portuguese law and policy-making framework. Furthermore, the equality bodies such as the Commission for Equality and Women Rights (CEWR) and the Commission for Equality at Work and Employment (CEWE) remained resistant to these gender equality policies and have been able to strive despite their inefficiency.

## 4. Gender-based Violence

### 4.1. Portuguese Sources

1) Manita, Celina. 2005. *A intervenção em agressores no contexto da violência doméstica em Portugal: estudo preliminar de caracterização* [Domestic violence intervention among perpetrators in Portugal: a preliminary study]. Lisbon: CIDM.

**Keywords:** sociological study, domestic violence, intervention programs towards aggressors, mapping of competences.

In Portugal, there is a lack of studies on the victims of domestic violence and even less on their aggressors. Accordingly, there are not many institutions offering intervention programs towards aggressors. The present study aims to characterize the state of the art concerning intervention programmes towards aggressors (within domestic violence context) in Portugal. In the first part of the book, Manita presents a bibliographic revision and briefly describes some important programs towards the aggressors adopted in diverse countries, such as EUA, Norway and Sweden. In the second part, the author concentrates on Portugal, in order to map the competences at this level. She realizes that, at the moment, there are only two programs orientated towards aggressors: GEAV and UCPJUM. At the end, the author offers an attempt to characterize the profile of the aggressor.

2) Ribeiro, Manuela *et al.* 2005. *Prostituição abrigada em clubes (zonas fronteiriças do Minho e Trás-os-Montes): práticas, riscos e saúde* [Hiding prostitution in clubs (border regions of Minho and Trás-os-Montes): practices, risks and health]. Lisbon: CIDM.

**Keywords:** sociological study, representation of health care, prostitutes, illegal immigrants.

The study seeks to explore the complex relations, actions and behaviors practiced by the main social actors involved within the prostitution environment: prostitutes, clients, and club owners. More precisely, it consists in a sociological study about health topics according to the perspective of the prostitutes and of the clients. It is based on a questionnaire done to prostitutes who work in clubs and to their clients in the northern region of Portugal, near the Spanish border. The study aims at exploring the main diseases that affect the prostitutes as well as the way they manage their health. The majority of these women come from countries outside the EU and are illegal immigrants. Among other factors, being an illegal immigrant affects the frequency to which they attend public health services. The study concludes that prostitutes tend to be more concerned about sexually transmitted infections than their clients. This finding offers important insights to the definition of policies and concrete measures.

3) Beleza, Teresa P. 2004. Anjos e monstros – a construção das relações de género no Direito Penal [Angels or monsters – the construction of gender relations through criminal law]. *ex aequo* 10: 29-40.

**Keywords:** policy analysis, family structure, criminal law, child abuse.

The legal system generates hierarchies amongst people by creating or reinforcing categories. One of the dual categories is gender. Criminal Law has a central role in this matter, but it has to be considered together with other legal areas. “Women” is a volatile, non-linear category. It can change according to social and sexual status. Some contemporary case-law still perpetuates the traditional inferiority of women’s role in private sphere. State intervention in the family has always been strong but selective and power engendering (p. 103).

4) Dias, Isabel. 2004. Violência doméstica e políticas familiares [Domestic violence and family policy]. *Con(m)textos de Sociologia* 3: 21-24.

**Keywords:** policy analysis, domestic violence, policy analysis, family policies.

In the first part of the paper, Isabel Dias describes how domestic violence became recognized as a social problem in Portugal. She mentions, for instance, the role that doctors, NGO’s, the media, and the international recommendations have had. In the second part, Dias mentions the public measures which implemented since the 1990s concerning domestic violence. These have led to the recognition of domestic violence as a public crime.

5) Dias, Isabel. 2004. *Violência na família: uma abordagem sociológica* [Family violence: a sociological approach]. Porto: Afrontamento.<sup>14</sup>

**Keywords:** policy analysis, domestic violence analysis, social construction of domestic violence.

The present book consists of a sociological study (PhD thesis) about domestic violence in a small urban area in the periphery of Oporto city. The concept of domestic violence comprises violence against children, women, and the elderly. The book has two parts. The first one, addresses the social and scientific constructions of domestic violence. Within this part, the most important chapter for the QUING is the third one, on the construction of the visibility of domestic violence. The second part focuses on the representations and practices of domestic violence and pretends to look at domestic violence “from inside”, i. e. from the couples perspective. It is in this part that the results of qualitative analysis (mainly interviews) are presented. In Chapter 8, the author compares, within each couple, the

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<sup>14</sup> Useful for the WHY (chapter 3) and for text selections (annex 2).

woman's and the man's perspectives. She does it not with the purpose of finding out the truth, but to understand the reasons, the attribute meanings of these experiences to each of them, as well as the contradictions. Annex 2 is particularly interesting for the QUING, since it presents the legal frameworks and social policies on gender violence in Portugal.

6) Duarte, Vera M. 2004. *Violência conjugal: o pacto do silêncio. Uma reflexão sociológica sobre o impacto da legislação penal portuguesa na criminalidade de género.*[Partnership violence: a silent pact. Sociological analysis of the impact of gender criminal legislation]. In *Os instrumentos de igualdade de oportunidades em Portugal*, ed. João Casqueira Cardoso: 23-32. Porto: Universidade Fernando Pessoa.<sup>15</sup>

**Keywords:** policy analysis, marital violence, Portuguese law, evolution.

This article presents some reflections on violence in sexual/affective relationships in Portugal. According to the author this kind of violence is part of the domestic violence and it is socially perceived as a quasi-synonym of violence against women. The transformation that took place within the family changed the way this kind of violence is perceived. It became more visible, and socially and legally more condemnable. The author argues that for now Portuguese law is very inclusive and follows the international recommendations. However, since the legal evolution was not accompanied by the development of a structure to support the victims, it remains in many ways ineffective. In the last section, Vera Duarte presents solutions for minimizing the problem.

7) Oliveira, Alexandra. 2004. *As vendedoras de ilusões – estudo sobre prostituição, alterne e striptease* [Dealing with illusions – study about prostitution, brothel and striptease]. Lisbon: Editorial Notícias.

**Keywords:** policy and sociological analyses, prostitution, brothel and striptease.

Prostitution and other sexual work, such as brothel and striptease, constitute a complex and multifaceted phenomenon. The present study focuses on this phenomenon through the perspective of the women who do this kind of work, since the study is based in interviews made to them. This analysis seeks to look at this phenomenon from different perspectives, analysing not only the profile of the main actors, but also the diverse contexts of their work: their practices, the way they perceive and live the relations with their clients, and how they understand them. As a framework of this study, there are three different central perspectives that help understand how women are "dealing with illusions": the legal and legislative history of prostitution in Portugal; the revision and the critical analysis of scientific knowledge; and the main feminist approaches on this subject. The book deals also with the

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<sup>15</sup> Useful for the WHY (mainly 3<sup>rd</sup> section).

important subject of intersectionality since the author emphasizes the fact that many of the women analysed in this study are foreigners.

8) Casimiro, Cláudia. 2002. Representações sociais de violência conjugal [Social perceptions of marital violence]. *Análise Social* 37(163): 603-630.

**Keywords:** sociological study, spouse abuse, battered women, family violence.

Perceptions of marital violence vary according to the social class involved. Underprivileged women associate violence with physical force; in the better-off social groups the psychological aspect is emphasized. Tolerance to violence is higher in women with lower levels of education working in less-qualified jobs, while the xinverse is true among women with higher levels of education and general culture.

9) Portugal, Sílvia. 2000. Globalização e violência doméstica [Globalization and domestic violence]. *Revista Crítica de Ciências Sociais* 57/58: 231-258<sup>16</sup>.

**Keywords:** policy analysis, domestic violence, Portuguese public policies, international influence.

The article aims at exploring some important aspects concerning the dimension and the main characteristics of domestic violence. It also seeks to analyse the impact that the globalization process has in the definition of public policies to fight this problem. Sílvia Portugal argues that in order to give this problem a bigger visibility and in order to define strategies to fight it, the action of international agencies (like the United Nations and the European Union) is necessary.

10) Varandas, Isabel and Ana Saraiva, eds. 2000. *Tráfico e exploração sexual de mulheres* [Sexual trafficking and exploitation of women]. *Actas do I Seminário Internacional, realizado em 1999*. Cadernos da Condição Feminina. Lisbon: CIDM.

**Keywords:** policy analysis, sexual trafficking, women, legal system, media.

This book is a compilation of papers presented at an international seminar about trafficking and sexual exploitation of women. The seminar took place in Oporto in December 1999. The purpose of the seminar was to call for attention from governmental and non-governmental agencies (and also the population in general) on three following issues: the legal system's potential role in the eradication of human traffic nets; the social construction of a new concept of woman; the media's impact as promoter or inhibitor of sexual trade. The authors argue that prostitution is a type of violence against women, besides being a complex social problem. In Portugal there are no

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<sup>16</sup> Useful for the WHY, timeless and selection of texts.

studies about women's trafficking. However, the country not only receives women that are trafficked, but it also exports Portuguese women, mostly to Spain, that are trafficked upon promises of a better job.

11) Lourenço, Nelson, Manuel Lisboa and Elza Pais. 1997. *Violência contra as mulheres* [Violence against Women]. Cadernos Condicion Feminina 48. Lisbon: CIDM.

**Keywords:** sociological study, gendered violence, national survey.

This book presents the results of a survey applied to a representative sample of the adult female population in Portugal. The survey had the goal of understanding the status of the physical, psychological and sexual violence against women in Portuguese society. The questionnaire included questions about the kind of violence that women suffered, their reactive behaviours towards the aggressors, women's representations of violence, and a characterization of their aggressors. It is important to point out that this is one of the few studies in Portugal that uses the expression "violence against women" (instead of domestic violence) and that considers such a broad definition of the concept, which includes for example, sexual harassment. The results of the survey show that the women who state having suffered any kind of violence are younger, those who live in urban areas, and those who have a higher educational level. The explanation for these results lies probably in the fact that these women are more exposed to the social and cultural changes that have been occurring over the last decades, and this more aware of violence.

## 4.2. English Sources

12) Magalhães, Maria José. 2005. Confronting violence at home. <http://aifref.uqam.ca> - Actes du VIIIe Congrès de l'AIFREF.

**Keywords:** sociological study, domestic violence, women's groups, institutional responses, women's narratives.

In Portuguese families, in the private world of our society, violence against women and children is quite common. The issue of 'violence against women' was one of the claims, in which women's groups found themselves fighting alone against the status quo. The issue remained untouched until almost the end of the 1990's. The author was surprised by the women's narratives about the way wives confronted their husbands' violence. They didn't wait for the change of the law, neither for the social condemnation of their aggressors' behaviour. This research is about understanding when and why women accept subordination, and when and why they fight against oppression and discrimination. This paper only discusses data from working class women. As far as institutions and professionals working with this issue (police, law, social services, psychological services, sociological research,

policy makers), the authors see a lack of feminist consciousness, and without it, violence against women at home is subsumed within general deviant behavior. In this research, the author finds that in our country, institutions are still thinking about this violence as 'neutral'. They still inscribe their actions in a model that turns against the woman, almost 'blaming the victim'. Feminists are claiming for internalizing equality strategies in state departments by introducing these concerns within social policies (*mainstreaming*). However, this work is only just beginning.

#### 4.2.1. Comparative Studies

13) Yodanis, Carrie. 2004. Gender inequality, violence against women, and fear. *Journal of Interpersonal Violence* 19: 655-675.

**Keywords:** policy analysis, gender inequality, violence, fear.

This article presents a cross-national test of the feminist theory of violence against women. Combining data from the International Crime Victims Survey (ICVS) with United Nations statistics, the findings support the theory. Specifically, the results indicate that the educational and occupational status of women in a country is related to the prevalence of sexual violence against women. In countries where the status of women is low, prevalence of sexual violence against women tends to be higher. In turn, sexual violence is related to higher levels of fear among women relative to men. In comparison, in countries where the status of women is high, sexual violence against women is lower. The findings of this study add confirmation to the argument that the authors need to look beyond individual level variables to understand and develop strategies for reducing violence against and fear among women.

14) Cardoso, João Casqueira. 2001. Portuguese's legal and extra-legal responses to the EC's recommendation and code of practice on protecting the dignity of women and men at work. In *Comparing law in Europe on the dignity of women and men: four national case-studies on legal and extra-legal responses to the European Commission's initiatives on sexual harassment*, ed. João C. Cardodo: 17-43. Porto: Fundação Fernando Pessoa.<sup>17</sup>

**Keywords:** policy analysis, sexual harassment policy, Portuguese law, European Commission's recommendations.

"Sexual harassment is neither explicitly mentioned nor implicitly referred to as one of the key areas of intervention contemplated in the Global Plan on Equal Opportunities. [This chapter] (...) helps to explain why, despite the recent introduction of new concepts into the Portuguese policy landscape – such as the introduction of *mainstreaming* in the Global Plan on Equal Opportunities – sexual harassment has not yet turned into an explicit issue

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<sup>17</sup> Useful for the WHY, timelines and selection of texts.

for law and policy-makers” (p. 17). The author argues that “although the present political context is favourable to change, it is difficult to see how in the foreseeable future the question of sexual harassment could be integrated into the policy making process” (p.18).

15) Hagemann-White, Carol. 2001. European research on the prevalence of violence against women. *Violence Against Women* 7: 732-759.

**Keywords:** sociological study, violence against women, estimates, research, policy.

In the public discussion of violence against women since the 1970, quantitative estimates of prevalence have been a constant theme. These prevalence estimates play a role in academic and policy analyses of violence against women. The debate on available figures and what they measure has tended toward overgeneralization with too little consideration of differences that might emerge from cross-national or cross-cultural comparison. This article introduces 11 prevalence studies carried out between 1986 and 1997 in nine European countries, their research goals, methodology, and some salient figures. With a growing understanding of the need for sensitive research and clear definitions, there is a regrettable lack of interchange within Europe, impending comparative analysis. Recent developments in European surveys have moved toward more extended standardized questionnaires. In 1995, the Equality Commission of Portugal commissioned a representative survey on all forms of violence against women, carried out in cooperation with the University of Lisbon (Lourenço, Lisboa, and Pais 1997). A stratified sample of 1,000 women aged 18 or older were interviewed face-to-face with a standardized questionnaire that included specific questions on 52 possible acts of violence or discrimination. Despite the explicit inclusion of job-related discrimination and forms of sexual harassment likely to occur in public places, 68 per cent all aggression or violence that women reported was by family members, and 80 per cent consisted of acts by men. Reports on sexual violence by husbands or lovers were rare: 97 per cent of all sexual violence, both in the past year and in previous years, referred to men outside the family. Because of the overall level of experiences of sexual violence was high (25,4%), this suggests that unwanted sexual acts within marriage or the family were not defined as violence or were not reported. The specific questions on physical violence (e.g., pulling hair, hitting the face or head) and psychological violence (e.g., controlling mail, cutting off the telephone, verbal humiliation) elicited substantial information on aggression and domination by husbands.<sup>18</sup>

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<sup>18</sup> Of the women, 3.2 per cent reported physical attacks in the past year and 14.4 per cent in previous years, whereas 15.7 per cent said the husband had used psychological violence in the past year and 28.5 per cent in the previous years.

## 5. OPERA Gender training books and manuals

1) Vieira, Cristina Maria Coimbra. 2006. *Educação familiar. Estratégias para a promoção da igualdade de género* [Family education. Strategies to promote gender equality]. Colecção Mudar Atitudes. Lisbon: CIDM.

**Keywords:** gender equality manual.

This gender training book is organized by the Commission for Equality and Women's Rights (CIDM), and it is directed at mothers, fathers, and educators in general. Its goal is to provide a manual about family education in accordance with the II National Plan for Equality. In this book gender stereotypes in socializing boys and girls are challenged and new forms of gender –neutral socialization are proposed.

2) Perista, Heloísa and Alexandra Silva. 2005. *Impacto em função do género: avaliação de medidas de política* [Gender impact: policies evaluation]. Colecção Bem me Quer 10. Lisbon: CIDM.

**Keyword:** gender mainstreaming.

This manual is organized by Commission for the Equality and the Rights of Women (CIDM). It is mainly directed at Public Administration employees in charge of applying gender mainstreaming. It can also be useful for NGOs, firms, researchers, policies evaluators, development agents, gender equality trainers, among others. Its goal is to contribute to the application of a gender mainstreaming perspective in all public policies and in the actions that result from them.

Together with this main manual, some others were published on specific areas:

- Perista, Heloísa and Alexandra Silva. 2006. *Guia para o mainstreaming de género na cooperação com os países da CPLP* [Guide for gender mainstreaming in the cooperation with CPLP countries]. Colecção Bem me Quer 16. Lisbon: CIDM.

- Perista, Heloísa and Alexandra Silva. 2006. *Guia para o mainstreaming de género – cidadania e inclusão social* [Guide for gender mainstreaming – citizenship and social inclusion]. Colecção Bem me Quer 15. Lisbon: CIDM.

- Perista, Heloísa and Alexandra Silva. 2006. *Guia para o mainstreaming de género na actividade profissional e na vida profissional* [Guide for gender mainstreaming in professional activity and in family life]. Colecção Bem me Quer 14. Lisbon: CIDM.

- Perista, Heloísa and Alexandra Silva. 2006. *Guia para o mainstreaming de género na saúde* [Guide for gender mainstreaming in health]. Colecção Bem me Quer 13. Lisbon: CIDM.

- Perista, Heloísa and Alexandra Silva. 2005. *Guia para o mainstreaming de género na cultura* [Guide for gender mainstreaming in culture]. Colecção Bem me Quer 12. Lisbon: CIDM.

- Perista, Heloísa and Alexandra Silva. 2005. *Guia para o mainstreaming de género na comunicação social* [Guide for gender mainstreaming in the media]. Colecção Bem me Quer 11. Lisbon: CIDM.

3) AAVV. 2001. *Guia de boas práticas para a conciliação da vida familiar e profissional*. [Guide to improving practices of balancing family life with work life]. Lisbon: CITE.

**Keywords:** good practices on gender equality manual.

This guide results from the implementation of the IV Program of Community Action for Equal Opportunity of Men and Women (IV Programa de Acção Comunitário para a Igualdade de Oportunidades entre Homens e Mulheres) promoted by the “Instituto de la Mujer” (Spain) and edited by the Commission for Equality in Labour and Employment (CITE). This guide is the result of an international collaboration of different national and international organizations and its goal is to decrease gender inequality at work.

4) Guerreiro, Maria das Dores, Vanda Lourenço and Inês Pereira. 2000. *Boas práticas de conciliação entre vida profissional e vida familiar - Manual para as empresas* [Guide to improving practices of balancing family life with work life – Firms manual]. Lisbon: CITE.

**Keywords:** good practices on gender equality manual.

The manual is organized by the Commission for Equality in Labour and Employment (CITE). It is directed at firms (empresas) and its goal is to provide a guide of practices and measures that firms should engage in order to improve equal opportunity for men and women in the workforce.

5) CD-ROM *Formação de formadores em igualdade entre mulheres e homens* [Gender Equality Training], Colecção 1 – Uma família “normal”; Colecção 2 – Igualdade de género no mercado de trabalho. Lisbon: CITE.

**Keywords:** gender equality.

This CD-Rom is organized by the Commission for Equality in Labour and Employment (CITE) and it is directed at families, especially fathers. Its goal is for fathers to be more involved in the family, share housework, and also improve gender equality practices at work.

## 6. FRAGEN

There are no civil society archives or documentation centres on Gender Studies in Portugal. Most centres are located within the Universities or feminist state agencies. Nonetheless, the Union for Alternative and Proactive Women (UMAR) plans to open their first NGO gender documentation centre very soon.

**- Centro de Estudos Sociais (CES) [Centre for Social Studies]**

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**- Comissão para a Igualdade e Direitos das Mulheres (CIDM) [The Commission for the Equality and the Rights of Women]**

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Website: <http://www.cidm.pt>

**-Centro de Estudos para a Intervenção Social (CESIS) [Center for Social Intervention Studies]**

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**- Associação para o Planeamento da Família (APF) [Portuguese Family Planning Association]**

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**- Associação Portuguesa de Estudos sobre as Mulheres (APEM) [The Portuguese Association for Women's Studies]**

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Website: <http://www.apem-estudos.org/apem.html>

**- Centro de Estudos das Migrações e das Relações Interculturais (CEMRI) [Center for Study of Migrations and Intercultural Relations]**

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Website: [http://www.univ-ab.pt/investigacao/cemri/info\\_geral.html](http://www.univ-ab.pt/investigacao/cemri/info_geral.html)

**- Sector de Documentação e Arquivo da Universidade Aberta (SDA) [Archive and Documentacion Center of Open University]**

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Website: <http://www.univ-ab.pt/sda/index.html>

**- Biblioteca da Faculdade de Ciências Sociais e Humanas da Universidade Nova de Lisboa [Library of the Human and Social Sciences Faculty of New University of Lisbon]**

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