

Annotated Bibliography on Work-Family Issues in Portugal

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AICEP Portugal Global. 2008. "Portugal Country Profile." Portugal Ministry of Economy and Innovation. <http://www.investinportugal.pt/CmsAPI/AICEP>

This website provides up-to-date statistics for Portugal. It includes socio-economic indicators, population breakdowns, and economic policies. It also includes the regional framework compared to the European Union.

Amancio, Ligia. 2002. "Gender and science in Portugal." *Portuguese Journal of Social Science* 1(3):185.

This article shows how women have been continually progressing in activity rates within the science workforce in Portugal. It shows how Portugal is an exception to other southern European countries because their participation in the labor force is not a particularly new phenomenon. It shows how the country's history of poor education contributed to the rise in female education in all fields, not just the traditionally female dominated ones. This journal uses a gender based comparison rather than a class based comparison which enables it to point out specific instances where women are seeing more opportunities in the workforce. Women comprise 30% of the exact sciences and 15% of the natural sciences and in both fields, comprise more of a population than their male counterparts. Portugal differs from other southern European countries because of its recent history and its equality policies. Specific policies that enabled this were the science and higher education policies which basically evened out the playing field for men and women. Although women are able to peruse these careers, they still face more obstacles than their male counterparts at getting to these positions. This article shows why there has been a progression of women into the science workforce in Portugal and what policies enable it.

Chambaz, Christine. 2001. "Lone-Parent Families in Europe: A Variety of Economic and Social Circumstances." *Social Policy and Administration* 35(6):658-671.

This article classifies the nations of Europe into five groups in terms of the overall circumstances of lone-parent families. The first two categories, the Anglo-Saxon countries and the Scandinavian countries, have the highest proportion of lone-parent families. The next two categories, the Netherlands and Luxembourg and the Southern countries, have a low proportion of lone-parent families. The last category, consisting of Belgium, Germany, Austria, and Portugal, makes up a more heterogeneous group. It contains fewer widows than the European average and with varying degrees of labor market participation. Social transfers are relatively quite significant in sustaining the living standards of lone-parent families.

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.

This article examines the implications of European Union & national policy directions for women's integration into the labor markets of southern European countries. First, there is a discussion of the distinctive nature of women's integration into the labor markets of Greece, Italy, Spain, and Portugal. Then, it considers the implications of recent policy directions with respect to public-sector employment, payment structures, small firms, flexible work, and policies to reconcile employment & family life. The author shows surprising differences between Portugal and the other countries. Significantly, women in Portugal work longer hours a week on average than those in other countries.

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(2):403-414.

This article utilizes recent survey data to explore the issues of European women's employment. The ISSP is an annual attitude survey incorporating a wide range of countries. A specific topic is chosen each year, and this article draws on the Family 2002 ISSP data for both Portugal and Britain. The results for Britain demonstrate a pattern that would have been intuitively anticipated. 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'.

European Union. 2009. Delegation of the European Commission to the USA.
<http://www.eurunion.org/eu/>

This website provides up-to-date policy information for European countries. There are several menus throughout the site for each country and policy category.

Joint Report Team. 2003. "Working Time and Time for Care in Europe." *European Journal of Social Quality* 4(1-2):77-93.

This article evaluates several important issues related to work and time, and caring for children. More specifically they address issues around working time and the pressures to extend hours due to competitive demands. In concern to working hours in Europe, the authors found that Portugal has on average longer workweeks as well the longest combined workweek. Also, the article addresses flexible work patterns across several different countries. The authors discuss part time and full time work as well as rates of unemployment for women. Overall results show that Portugal has a below average rate of female unemployment, and has less than average number of females who work part time.

Furthermore they discuss economic adaptability, flexibility, social security, and issues with combining work and care. Finally, the authors discuss paternity, maternity, and parental leave in a cross-cultural context. Interestingly, the authors found that Portugal has one of the longest maternity leaves in the European Union.

Larsen, Trine P. 2004. "Work and Care Strategies of European Families: Similarities or National Differences?" *Social Policy and Administration* 38(6):654-677.

This article seeks to determine whether families in different countries, specifically Finland, Italy, Portugal, and the UK, face their work-family problems in similar ways. The author employs a comparative analysis of couples in similar work and care situations. Using their working hours as the common denominator, the author analyzes their daily childcare arrangements and how they are impacted by gender roles, working schedules, flexibility of workplace, income levels, parents' educational background and availability of care facilities. The article 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.

Le Bihan, Blanche and Claude Martin. 2004. "Atypical Working Hours: Consequences for Childcare Arrangements." *Social Policy & Administration* 38(6):565-590.

This paper seeks to show families in Finland, France, and Portugal try to manage atypical working hours, the hours that are usually reserved for childcare and rest. It shows how the job and the parental responsibilities are taken into account and how those aspects dictate how families manage their working hours. Atypical working hours are least common in Portugal and the available solutions are mostly informal. The paper shows how atypical working hours can lead to many consequences including the health of the employees and the family life. Social isolation is also a product of these atypical working hours. Three main types of childcare arrangements for people working atypical hours are shown with the shift parenting, separate parent roles, and dual parenting. This gives a broad understanding of the affect of atypical working hours within most facets of society and also shows which situation may be most daunting. The journal points out how atypical working hours may sometimes be a solution to reconciling work and family life but in other cases can cause daily life to become incompatible. This article gives insight into the work life of these families and how atypical hours affect the family life.

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.

This article describes a qualitative study of men and women in several European countries, including Portugal, about their views on the issue of merging paid employment and family life. It is widely assumed that employer work-family policies can minimize work-family conflict and other negative outcomes and enhance the positive reconciliation of employment

and family life but the evidence for these outcomes is mixed. The impact of work–family policies depends on how they are experienced by individual employees, and particularly on the extent to which they enhance feelings of personal control. The article argues that sense of entitlement to support for reconciling work and family may vary in different national contexts. The authors try to prove that young women and men brought up in Portugal and the UK will have a lower sense of entitlement to support for reconciling work and family needs in gender equitable ways, and a stronger sense of individual or family responsibility for these needs than in Sweden and Norway and may therefore feel more ambivalent about expecting employer support.

Lewis, Suzan, Janet Smithson and Julia Brannen. 1999. "Young Europeans' Orientations to Families and Work." *The Annals of the American Academy of Political and Social Science* 562(1):83-97.

This article explores the orientations of young people (aged 18-30) to family and employment. It draws on data collected as part of a qualitative transnational study conducted in five European countries: the UK, Ireland, Norway, Sweden, and Portugal. The meanings that these young people attach to family, their current work-life priorities, and the work and family arrangements that they see for the future are then discussed. Due to longer periods spent in education or training and the growing insecurity of work, the participants appear to live in an “extended present,” where current work-life priorities remain sharply in focus. As a consequence of living in this extended present, it is difficult for them to plan future work and family arrangements. The future scenarios envisioned differ cross-naturally, reflecting social and economic factors.

Lyonette, Clare, Rosemary Crompton and Karin Wall. 2007. "Gender, Occupational Class and Work-Life Conflict." *Community, Work & Family* 10(3):283-308

This paper examines the differences in education, occupational class, and income between Portugal and Britain. The article states that the reason there is a difference seen is because of the difference historical development and the work situation in the two countries. There is a high proportion of women working full time in Portugal which in turn causes the demand for childcare to increase. It shows that although most children over three are in pre-school institutions, a small percentage of the under three population are in formal childcare facilities. It is hard for the families to provide childcare to this population because of the high cost of private childcare institutions. This also makes it hard for women to work part-time because of these high costs. Britain also faces the high demand for childcare however; policies have been made that take some of the burden off of the families.

Marques, Ana C. L. and Pedro T. Pereira. 1999. "Taxes and Women in the Labour Force in a Southern European Country: The Case of Portugal." *Labour* 13(4):797-819.

This article explores the female labor market in Portugal. Data were used on earnings and individual characteristics for 2322 married couples in 1990. The main features of

Portuguese income tax and of the fiscal systems implicated were programmed in order to calculate the after-tax income to be used in the simulations. The results show that married women in Portugal have a higher elasticity in labor supplying terms of take-home pay than in all the other studies reviewed. The authors also show that Portuguese women contribute a much larger proportion of family earnings than do their counterparts in Sweden and Germany.

Perista, Heloisa M. and Pedro Perista. 2003. "Social Quality and the Policy Domain of Employment in Portugal." *European Journal of Social Quality* 4(1-2):219-250.

This article is organized into six different parts and gives insight into various aspects of employment and forms of childcare leave. First, the article discusses general features of the labor market, and states that there has been a slight increase in employment rates in Portugal in the last decade. However, female unemployment is still higher than male unemployment. Next, the article characterizes the dominant model of employment as permanent employment relations. This model has been especially prevalent amongst female workers, which has led to greater job vulnerability in the workplace for women than men. Third, in regard to work hours, Portugal employees work on average slightly over forty hours a week. In addition, part time workers are entitled to the same rights as full time employees. Next, the article states that the Portuguese on average earn less than other European Union workers and also have higher poverty rates. Fifth, the authors discuss policy for maternity, paternity, and adoption leave. They also discuss policy for sick children and relatives, disabled children, special cases for grandparents taking leave, and unpaid leave. Finally, the article concludes by stating that the Portuguese welfare state is in crisis, and is a long way from full maturity.

Poeschl, Gabrielle. 2008. "Social Norms and the Feeling of Justice about Unequal Family Practices." 21(1):69-85.

This article summarizes results from three studies conducted with married adults and unmarried young adults from northern Portugal. The data support the idea that unequal family practices do not change because traditional practices are social norms that orientate individuals' behavior. It also shows that normative family practices are considered to be fair because women, as well as men, seem to gain benefits from traditional family organization. The social consequences for women of the maintenance of normative family practices are discussed throughout the article.

Portugal, Silvia. 1999. "Family and Social Policy in Portugal." *International Journal of Law, Policy and the Family* 13(3):235-246.

This article discusses the family and social policies in Portugal. The author conducted a survey about aid to families that had had their first child. The survey revealed that eighty children from the sample (35% of the total) were cared for by their mother, sixty (27%) were looked after by a family member, forty-four (20%) were supervised by a nanny, and thirty-three (17%) were in a crèche. Only six (3%) were cared for by a domestic employee. The importance of family is underlined, with around 63 percent of the infants in the

exclusive care of the mother of another family member. The author shows the emphasis of family responsibility in Portugal.

Simoni, Simonetta and Rossana Trifiletti. 2004. "Caregiving in Transition in Southern Europe: Neither Complete Altruists nor Free-Riders." *Social Policy and Administration* 38(6):678-705.

This article is a by-product of the research conducted comparing the five countries of the SOCCARE Project, and focusing on multi-generation families with a double burden of care for children and elderly people at the same time. From this comparison, the authors gathered the idea of a "family resemblance" in Italy, Portugal and France, concerning the daily care of the elderly and children, a resemblance which contrasted those countries, in a sense, with countries belonging to other welfare regime types. The analysis of shifting boundaries between the public and private spheres in care provides useful policy recommendations, aimed at improving choices and "sustainable" responsibilities of individuals, families and social networks.

Solsten, Eric. 1993. "Family and Kinship Relations." U.S. Library of Congress, Retrieved 02/15, 2009. (<http://countrystudies.us/portugal/49.htm>).

The information presented on this site focuses on the significance of the Revolution of 1976 and the fall of the Salazar era. More specifically, the author discusses the significance of the father as the patriarch in the Salazar era, which the family was obligated to respect as having the authority. As a consequence this had a significant impact on the women and limited their roles in society. Also, the author discusses the variations of the fathers' authority across different socio-economic classes. In addition, the website discusses the changes that the revolution had for women and how their roles in society were affected. This was a significant turning point for women, which led to freedoms such as right to choose divorce, new maternity leave policies, and more. In addition, the website highlights the importance of godparents and their obligations to the child throughout their life. Finally, the importance of extended family relations among different socio-economic classes is discussed.

Stoer, Stephen R. and Luiza Cotesao. 1999. "The Reconstruction of Home/School Relations: Portuguese Conceptions of the "Responsible Parent"." *International Studies in Sociology of Education* 9(1):23-38.

Stoer and Luiza point out that there have been vast changes in public and education policy in the last couple of decades, since the fall of the Salazar era. More specifically, the main purpose of this article is to analyze the two types of "responsible parent" that the state has attempted to construct. The authors describe the two types of "responsible parents" in Portugal as "collective parents" and the "parents as partners". They also briefly discuss the "hostile parent", and mentioned that they are predominately found in the rural and northern areas of Portugal. The authors gathered their data from two different schools, one in a semi-rural area of north Portugal and another in an urban area of greater Lisbon. Their study looked at both types of "responsible parents" and school relationships, and found the "parent as partner" as the dominant form of parent. Stoer and Luiza conclude by stating that "there

is space in the system for more protagonism by schools themselves with regard to the development of the “parent as partner” (35).

Wall, Karen, Jose S. Jose and Sonia Correia. 2001. *WP2 Care arrangements in single parent families National report: Portugal*. European Commission.

This report outlines the childcare policies in Portugal and gives description of how policies and family life have changed in the last half century. More specifically, the report goes into detail about issues with childcare for children who are 5 years old and younger. While there has been a lot of improvement in policy in the last couple of decades Portugal is still falling behind the other countries in the European Union. Also, this report provides a lot of detailed information about lone parenthood in Portugal. The authors discuss the education and employment rates of widows, divorced, separated, and never married parents. In addition, the report discusses the policies that support lone parents and the problems with those policies. And finally the report discusses new solutions for childcare services and for supporting lone parents. The authors provide new insight into policies that would extend the hours of schools and establishing more care and support services for parents.

Wall, Karen and Mafalda Leitao. 2008. *International Review of Leave Policies and Related Research 2008*. Moss, Peter; Korintis, Marta.

The report starts off by highlighting some important statistics on the total population, GDP per capita, employment, gender-related divisions, access to regulated ECEC services, and more. This article describes the most up to date leave policies for maternal, paternal, and parental leave. More specifically, the authors go into detail about how many days women are granted leave for childbirth, the amount of pay they receive for leave, and the transferability of that leave. In addition, the amount of parental leave available for fathers and the pay and flexibility of that leave is also discussed. Furthermore, the leave that parents have after the initial maternity leave and extended parental leave is discussed along with leave policy for adopted children and days allowed for sick children. In addition, the percent of parents that take leave and percent that are eligible for leave is mentioned. Finally, the article discusses the changes that have occurred in childcare policy since 2004 and notes that policy for leave has not been updated yet.

Wall, Karin, Sofia Aboim, Vanessa Cunha and Pedro Vasconcelos. 2001. "Families and Informal Support Networks in Portugal: The Reproduction of Inequality." *Journal of European Social Policy* 11(3):213-233.

This article examines informal support networks in Portugal. The analysis underlines the importance of social factors and family variables 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. On the basis of a national survey on family dynamics and networks, it describes and analyzes the informal support networks of families with children in Portuguese society: the volume and kinds of support received by families, the main providers of care and the variations in the experience of support. This article's mainly examines the extent to which informal support networks are

voluminous and how they are distributed, whether evenly or with stronger primary support networks in the more vulnerable families and social groups.

Wall, Karin and José S. José. 2004. "Managing Work and Care: A Difficult Challenge for Immigrant Families." *Social Policy & Administration* 38(6):591-621.

This paper uses the cases of Finland, France, Italy, and Portugal and shows how immigrant families reconcile work for young children. It looks at the process of social care and the work-life balance and shows how these aspects are taken into account for the child's well being. In the case of Portugal, this paper shows how it relates to the other countries being studied in that there has been a strong increase of immigration since the 1980's. It shows how the shape of the immigrant families in Portugal is very different than the rest of Europe because of the historical context in which the immigrant families have come from. Because of the history of slavery and the African roots, the family life within this group is centered around the mother-child relationship, and on cohabitation and lone parenthood rather than marriage. The sample may be a little bias because of the fact that all the families were from Cape Verdean. One of the major points of the journal is the struggle that the immigrant women have in finding work in comparison with the white Portuguese women. The African women are confined to certain sectors of the labor market and it is harder for them to move up in the labor market because of these constraints. The most important argument of the paper is that the work/care strategies vary widely depending on the migration patterns of the immigration families. The journal does a good job in showing how different migration patterns affect the life and work opportunities of the immigrant families within Portugal.