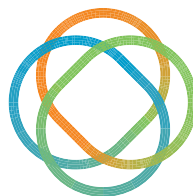


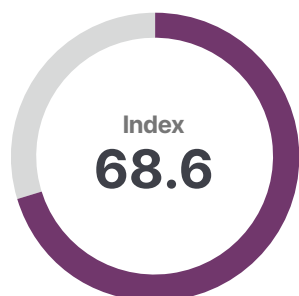
Portugal



Gender Equality Index 2024



European Institute for
Gender Equality



Index
68.6

The data for 2024 Index is
mostly from 2022.

Progress in gender equality

With a score of 68.6 out of 100, Portugal ranks 15th in the EU on the Gender Equality Index. Portugal's score is 2.4 points below the EU score¹.

Since 2021, Portugal's score has continued to rise, increasing by 1.2 points which is the 8th highest improvement among Member States over this period. The recent progress can be attributed to improvements in the domains of power (+ 3.9 points) and knowledge (+ 1 point). Portugal has maintained its position since 2021, remaining stable at 15th place in the Index since 2017.

Since 2010, Portugal's score has increased significantly by 14.9 points, largely due to improvements in the domains of time (+ 29.1 points) and power (+ 26.4 points).

			Change since	
			2010	2021
SE	82,0		1,9	-0,2
DK	78,8		3,6	1,0
NL	78,8		4,8	0,9
ES	76,7		10,3	0,3
BE	76,1		6,8	0,1
FR	76,1		8,6	0,4
LU	75,4		14,2	0,7
FI	74,5		1,4	0,1
IE	73,4		8,0	0,4
DE	72,0		9,4	1,2
AT	71,7		13,0	0,5
EU	71,0		7,9	0,8
SI	70,1		7,4	0,7
MT	70,1		15,7	2,3
IT	69,2		15,9	1,0
PT	68,6		14,9	1,2
LT	65,8		10,9	1,7
BG	64,5		9,5	-0,6
PL	63,4		7,9	1,5
LV	62,6		7,4	1,1
CY	60,9		11,9	0,2
EE	60,8		7,4	0,6
SK	59,9		6,9	0,7
CZ	59,9		4,3	2,0
HR	59,7		7,4	-1,0
EL	59,3		10,7	1,3
HU	57,8		5,4	0,5
RO	57,5		6,7	1,4

Note: Index 2024 uses 2022 data for the most part and traces progress from a short-term (2021-2022) and longer-term (2010-2022) perspective.

[1] In Index 2024, four pairs of countries share the same score (DK/NL, BE/FR, SI/MT, SK/CZ). Their position in the rank is determined statistically, by the second decimal place of the Index score.

Best performance

Portugal's highest ranking is in the domain of time, with 67.8 points and ranking at 11th place in the EU. Since 2016, Portugal's score in this domain has increased by 20.3 points, resulting in a rise of 13 places in the ranking. Within the time domain, Portugal stands out in the sub-domain of social activities, with a score of 57.3 points, placing it 11th in the EU. This sub-domain has improved its ranking by 15 places since 2020.

Most room for improvement

Portugal's lowest ranking is in the domain of health, where the country ranks 23rd in the EU with a score of 84.6 points. Progress in this domain has come to a standstill since 2010 (+ 0.3 points), resulting in a drop in ranking from 20th to 23rd, due to faster progress in other Member States. The sub-domain with the most room for improvement is health status, where Portugal ranks 25th with a score of 85.6 points. In terms of access to health care, the country scores 95.8 points and ranks 21st in the EU.

Biggest improvement

Since 2021, Portugal has made significant improvements in the domain of power, with a score increase of 3.9 points, moving the country's ranking from 13th to 12th place. The main driver of this change was a 11.7-point increase in the economic power sub-domain, resulting in an increase by three places in the ranking to 12th place. In terms of political power, Portugal has increased by 0.6 points since 2021 to 65.7 points, remaining in 10th place in the EU.

A step backwards

Between 2021 and 2022, Portugal's score in the domain of work has fallen slightly by 0.2 points, causing the country to drop five places in the EU ranking to 14th place. This decline is mainly due to increasing gender inequalities in the segregation and quality of work sub-domain, resulting in a decrease of 1.2 points and a drop in ranking from 16th to 19th place. Despite an increase of 1 point in the sub-domain of participation, Portugal's ranking has still dropped by two positions due to faster progress in other Member States.

Convergence

Upward convergence in gender equality describes increasing equality between women and men in the EU, accompanied by a decline in variations between Member States. This means that countries with lower levels of gender equality are catching up with those with the highest levels, thereby reducing disparities across the EU. Analysis of convergence patterns in the Gender Equality Index shows that disparities between Member States decreased over the period 2010–2022, and that **EU countries continue their trend of upward convergence**.

Looking more closely at the performance of each Member State, patterns can be identified that reflect a relative improvement or slipping back in the Gender Equality Index score of each Member State in relation to the EU average².

Portugal is *catching up* with other Member States. This means that its Gender Equality Index score was initially lower than the EU average, but has grown faster over time, reducing the gap.

[2] Convergence analysis is based on the EU unweighted average, which differs from the EU's Gender Equality score (weighted EU average).

Explore Portugal's Index results

	2010	2012	2015	2017	2018	2019	2020	2021	2022	Change since	
	2010	2012	2015	2017	2018	2019	2020	2021	2022	2010	2021
Index	53.7	54.4	56.0	59.9	61.3	62.2	62.8	67.4	68.6	14.9	1.2
Work	71.4	71.4	72.0	72.5	72.9	73.2	73.4	76.5	76.3	4.9	-0.2
Participation	85.6	84.1	85.4	86.6	87.8	88.2	87.8	90.0	91.0	5.4	1.0
Segregation and quality of work	59.5	60.6	60.8	60.7	60.6	60.8	61.4	65.1	63.9	4.4	-1.2
Money	71.8	71.7	70.9	72.1	72.8	73.6	74.7	73.6	74.4	2.6	0.8
Financial resources	60.4	60.7	60.3	61.2	61.2	62.3	63.1	63.3	63.5	3.1	0.2
Economic situation	85.3	84.8	83.5	84.8	86.8	87.0	88.4	85.5	87.0	1.7	1.5
Knowledge	50.1	54.9	54.8	55.1	55.7	56.5	56.7	58.7	59.7	9.6	1.0
Attainment and participation	50.8	59.1	59.5	60.4	61.3	62.6	63.2	68.8	70.6	19.8	1.8
Segregation	49.5	51.0	50.6	50.3	50.7	51.0	50.9	50.1	50.5	1.0	0.4
Time	38.7	46.0	47.5	47.5	47.5	47.5	47.5	67.8	67.8	29.1	0.0
Care activities	49.3	69.5	63.3	63.3	63.3	63.3	63.3	80.3	80.3	31.0	0.0
Social activities	30.4	30.4	35.7	35.7	35.7	35.7	35.7	57.3	57.3	26.9	0.0
Power	34.9	29.7	33.9	46.7	51.1	53.6	55.5	57.4	61.3	26.4	3.9
Political	41.9	42.4	48.7	56.7	59.0	62.6	64.5	65.1	65.7	23.8	0.6
Economic	20.4	12.6	16.4	36.3	44.9	47.9	46.9	44.7	56.4	36.0	11.7
Social	49.6	49.3	48.9	49.4	50.4	51.4	56.6	64.9	62.1	12.5	-2.8
Health	84.3	84.4	83.6	84.5	84.6	84.8	84.5	84.1	84.6	0.3	0.5
Status	83.3	84.6	82.6	84.0	84.2	84.5	85.4	85.1	85.6	2.3	0.5
Behaviour	75.5	75.5	75.5	75.5	75.5	75.5	73.9	73.9	73.9	-1.6	0.0
Access	95.2	94.2	93.9	95.2	95.2	95.8	95.6	94.6	95.8	0.6	1.2

Explore Portugal's performance by indicator

		Portugal		EU	
		Women	Men	Women	Men
Work					
Participation	Full-time equivalent employment rate (% , 15-89 population, 2022)*	52	61	44	58
	Duration of working life (years, 15+ population, 2022)	37	39	34	39
Segregation and quality of work	Employed people in education, human health and social work activities (% , 15-89 employed, 2022)	30	7	30	8
	Ability to take one hour or two off during working hours to take care of personal or family matters (% , 15+ workers, 2021)	29	35	29	37
	Career Prospects Index (points, 0-100, +15 population, 2015)	56	57	62	63
Money					
Financial resources	Mean monthly earnings (PPS, +16 working population, 2018)	1367	1541	2321	2818
	Mean equivalised net income (PPS, 16+ population, 2022)	14654	15027	20859	21967
Economic situation	At-risk-of-poverty (% , 16+ population, 2022)	16	16	17	15
	Income distribution S20/80 (16+ population, 2022)	20	19	21	21
Knowledge					
Attainment and participation	Graduates of tertiary education (% , 15-89 population, 2022)	25	19	28	26
	People participating in formal or non-formal education and training (15-74 population, 2022)	21	22	20	19
Segregation	Tertiary students in education, health and welfare, humanities and arts (% , 15+ population, 2022)	39	18	43	21
Time					
Care activities	People caring for and educating their children or grandchildren, elderly or people with disabilities, every day (% , 18-74 population, 2022)	43	32	34	25
	People doing cooking and/or housework, every day (% , 18-74 population, 2022)	73	43	63	36
Social activities	Workers doing sporting, cultural or leisure activities outside of their home, at least daily or several times a week (% , 16-74 workers, 2022)	29	38	29	34
	Workers involved in voluntary or charitable activities, at least once a month (% , 16-74 workers, 2022)	10	16	11	15
Power					
Political	Share of ministers (% , 2nd quarter 2024)	36	64	35	65
	Share of members of parliament (% , 2nd quarter 2024)	34	66	33	67
	Share of members of regional assemblies/local municipalities (% , 2024)**	36	64	31	69
Economic	Share of members of boards in largest quoted companies, supervisory board or board of directors (% , 1st semester 2024)	35	65	34	66
	Share of board members of central bank (% , 2023)	43	57	29	71
Social	Share of board members of research funding organisations (% , 2023)	36	64	43	57
	Share of board members of publically owned broadcasting organisations (% , 2023)	67	33	38	62
	Share of members of highest decision making body of the national Olympic sport organisations (% , 2023)	17	83	22	78
Health					
Status	Self-perceived health, good or very good (% , 16+ population, 2022)	47	53	65	70
	Life expectancy at birth (years, 2022)	85	79	83	78
	Healthy life years at birth (years, 2022)	58	60	63	62
Behaviour	People who don't smoke and are not involved in harmful drinking (% , 15+ population, 2019)***	83	62	73	56
	People doing physical activities and/or consuming fruits and vegetables (% , 15+ population, 2019)	26	30	38	43
Access	Population with unmet needs for medical examination (% , 16+ population, 2022)	6	4	5	4
	Population with unmet needs for dental examination (% , 16+ population, 2022)	11	11	5	5

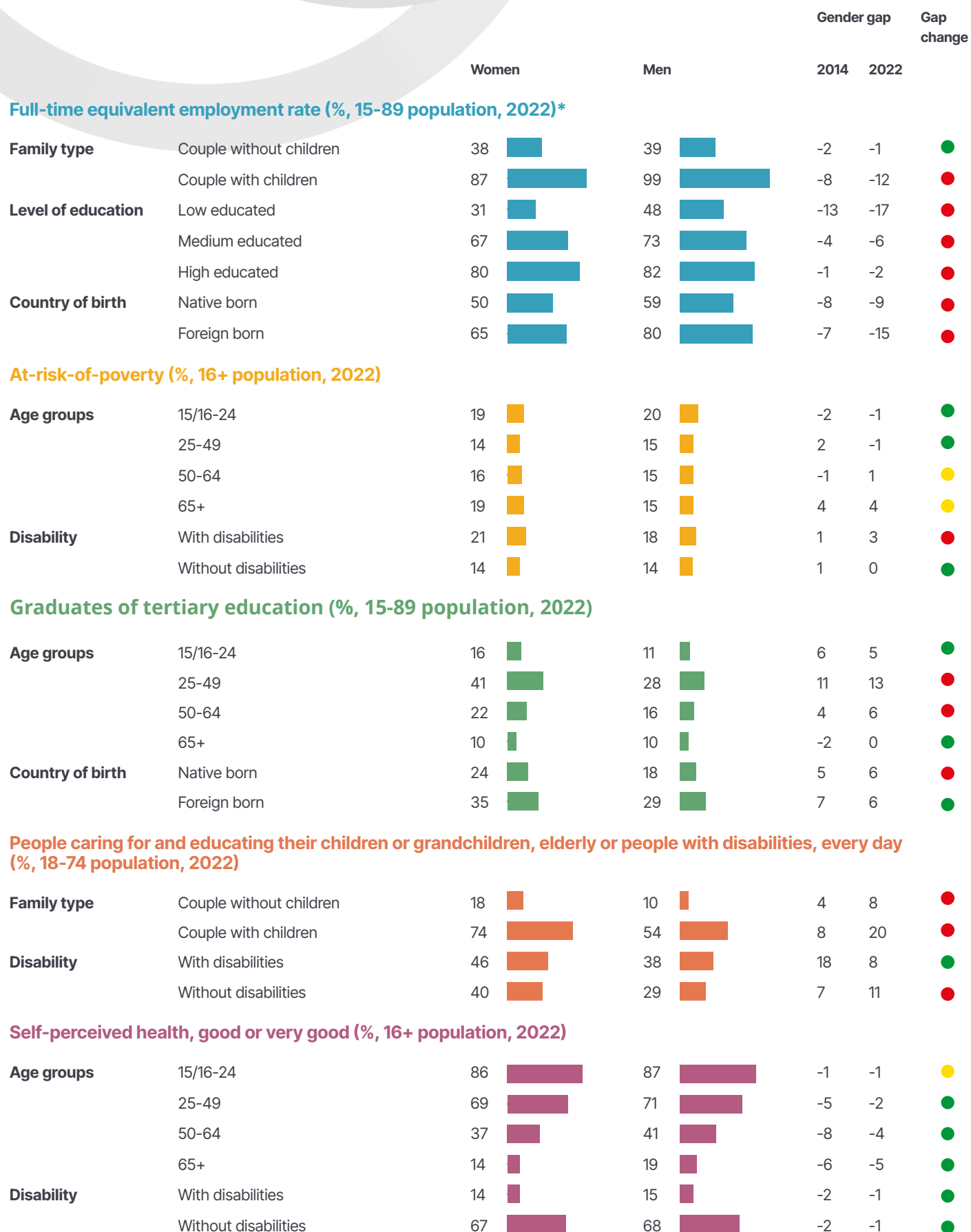
* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week

** PT: Regional assemblies

*** EU: EIGE estimation

Source: Eurostat (education statistics, European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE (Survey on gender gaps in care, individual and social activities, Women and Men in Decision-Making).

Explore intersecting inequalities



● gender gap decreased (< -1 p.p.)

● no change (gender gap increases/decreases between -1 and 1 p.p.)

● gender gap increased (> 1 p.p.)

* FTE employment rate measures employed persons in a comparable way, even though they may work a different number of hours per week. Family type is based on the relationships between the members of households. Children are only those economically dependent household members (i.e. aged below 18).

Source: Eurostat (European Union Labour Force Survey, European Health Interview Survey, European Union Statistics on Income and Living Conditions, Structure of Earnings Survey), EIGE's survey on gender gaps in care, individual and social activities.

Key highlights

Employment increased more for women than for men

Since 2010, the gender gap in full-time equivalent (FTE) employment rate³ has narrowed continuously, from 13 percentage points (pp) in 2010 to 9 pp in 2022. This gender gap is among the lowest in the EU. Specifically, the FTE employment rate for women has increased by 6 pp since 2010, while for men it has increased by only 2 pp. In 2022, the biggest gender gaps were for single women and men (32 pp), women and men with low educational attainment (17 pp), and foreign-born women and men, in all cases to the detriment of women.

Gender gap in risk of poverty has been closed

Between 2021 and 2022, the at-risk-of-poverty rate fell for both women and men, from 19 % to 16 % for women and from 17 % to 16 % for men, closing the gender gap. In Portugal, the poverty rate for women is 1 pp lower than the EU average, while the rate for men is 1 pp higher. However, in the long term since 2010, the share of women at risk of poverty has only slightly decreased (by 2 pp), while the share of men has not changed. In 2022, the largest gender gap in poverty rates was for single people, with a gap of 10 pp to the disadvantage of women.

Women more likely to have tertiary education, but at a decreasing rate

In 2022, 25 % of women had completed tertiary education, a decrease of 2 pp compared to 2021. Meanwhile, the share of tertiary-educated men remained stable at 19 %. Although the gender gap narrowed from 8 pp in 2021 to 6 pp in 2022, this change was mainly due to the decrease in the share of graduated women. The biggest gender gap was between mothers and fathers in couples, where mothers (43 %) were 13 pp more likely to have completed tertiary education than fathers (30 %).

Gender disparities in care responsibilities increased

Since 2016, the percentage of women providing care for children, grandchildren or people with disabilities has increased by 6 pp, reaching 43 % in 2022. The proportion of men providing care has also increased, but to a lesser extent (4 pp), reaching 32 %. The gap between men and women in care responsibilities has increased by 2 pp since 2016, reaching 10 pp in 2022. The largest gender gap in care responsibilities was among couples with children (20 pp), to the detriment of mothers.

Over a third of ministers are women

In 2024, 36 % of senior and junior ministers are women, an increase of 2 pp from 2023. Similarly, 34 % of national parliament members are women, a decrease of 3 pp from 2023. In regional assemblies, women's representation has increased by 4 pp since 2023, reaching 36 % – 5 pp above the EU average. Portugal introduced quotas for legislative candidates in 2006, while the minimum proportion of the under-represented gender was increased from 33 % to 40 % in 2019.

Women's participation in economic decision-making processes grew

Women's representation on the boards of the largest listed companies has increased, from 33 % in 2023 to 35 % in 2024. There was also a significant increase in the number of women on the boards of central banks, which has increased by 23 pp since 2022, reaching 43 % in 2023. In 2018, Portugal introduced mandatory national gender quotas for listed companies, requiring a minimum of 33 % representation for the under-represented gender.

[3] The FTE employment rate measures working hours comparatively, even though people may work different numbers of hours per week.

Women representation is high on public service broadcasting boards

The proportion of women on public service broadcasting boards has remained stable at 67 % since 2022. The representation of women on the boards of research funding organisations decreased by 6 pp since 2022, reaching 36 % in 2023. However, the most significant gender imbalance remains in decision-making in sport. Despite this, there has been a slight increase in the proportion of women on the boards of the top 10 national Olympic sports organisations since 2022, up 3 pp to 17 %.

The gender gap improved, but men's perceived health declined

In 2022, 47 % of women and 53 % of men reported their health as 'good' or 'very good', resulting in a gender gap of 6 pp. Since 2010, there has been a 5 pp improvement in narrowing the gender gap in self-perceived health (from 11 pp in 2010 to 6 pp in 2022). Despite this progress, the gender gap in self-reported health has narrowed due to a 2 pp decrease in men's reported health since 2021 and 2010. Women with disabilities and those aged over 65 reported the lowest levels of 'good' or 'very good' health, at 15 %. The gender gap was widest among those with low educational attainment, with only 25 % of women and 37 % of men reporting 'good' or 'very good' health, resulting in a gap of 12 pp. Similarly, women and men born outside the country also experienced a wider gender gap of 11 pp, with women having reporting worse health.

About Index

The Gender Equality Index is a tool for monitoring progress in gender equality across the EU over time. It measures gender gaps between women and men in six core domains – work, money, knowledge, time, power and health – and is composed of 31 indicators. The Index uses a scale of 1 to 100, where 1 stands for total inequality and 100 for total equality.

Two additional domains are included in the Index, but do not impact a country's final score. The domain of intersecting inequalities highlights how gender inequalities manifest in combination with age, dis/ability, education, family type and migrant background (based on the country of birth). The domain of violence against women monitors, measures and analyses the most common and widely criminalised forms of violence against women across the EU.

The European Institute for Gender Equality (EIGE) is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans by providing them with specific expertise and comparable and reliable data on gender equality in Europe.

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