

7 November 2018

## Reconciliation between work and family life - Labour Force Survey ad hoc module 2<sup>nd</sup> quarter 2018

### Reconciliation between work and family life

In the 2<sup>nd</sup> quarter of 2018, Statistics Portugal carried out, together with the Labour Force Survey, the ad hoc module on reconciliation between work and family life targeted at the population aged 18 to 64. Among the main findings of this module are the following:

- 34.0% of respondents had care responsibilities (of children under the age of 15 and incapacitated relatives aged 15 and over).
- 49.0% of respondents who regularly care for children under the age of 15 did not use childcare services, mainly because care was provided by themselves or together with their spouse (38.7%).
- 84.3% of employed people who regularly care for children under the age of 15 stated that parental responsibilities had no effect on their current professional activity.
- 55.9% of employees with parental responsibilities claimed that it is generally possible to change their daily work schedule to provide care, but for 58.5% it is rarely possible or not possible to take whole days off for care.
- 22.4% of caregivers reported having obstacles in their work that restrict their reconciliation with family life, the biggest of which is the unpredictable or difficult work schedules (6.8%).
- 24.5% of respondents have already interrupted their professional activity to care for children under the age of 15, of whom 70.6% were absent from work for up to 6 months and 84.1% were women.
- 30.4% of the interviewees who interrupted their professional activity to care for children under the age of 15 did so without taking any parental leave (initial or extended).

### 1. Introduction

The subject of reconciliation between work and family life has gained importance in the European and national political agenda in the last decades, having become a priority for the pursuit of gender equality policies. Examples are the European Parliament's resolutions of 13 September 2016 on creating labour market conditions favourable for work-life balance, and the proposal for a directive of the European Parliament and of the Council, on 26 April 2017, on work-life balance for parents and carers. This theme was also included in the OECD's Sustainable Development Goals

(Goal 5), which defines as one of its objectives the recognition and value of unpaid care and domestic work as well as the promotion of shared responsibility within the household and the family.

In Portugal, the approach to the subject of reconciliation of work and family life takes place against the fast developing context of profound change in the Portuguese society, namely the increasing female participation in the labour market, the very limited expression of part-time work, the emergence of new parenthood models that assume the active participation

of both parents in the development of children, the population ageing, and the increasing number of dependent elderly people.

However, gender inequalities and obstacles to the reconciliation of work and family life persist, which has found expression in the adoption of political measures aiming at making work conditions and schedules more flexible, increasing the number and extending working hours of childcare facilities, and encouraging men to exercise their right to initial and extended parental leave. In 2018 the National Strategy for Equality and Non-Discrimination 2018-2030 «*Portugal + Igual*»<sup>1</sup> was adopted, which sets out measures and targets for the full and equal participation of women and men in the public and private spheres.

## 2. The 2018 ad hoc module

The 2018 ad hoc module on reconciliation between work and family life was carried out in the 2<sup>nd</sup> quarter of 2018, together with the Labour Force Survey. It is part of the Eurostat program of ad hoc modules for the period 2016-2018<sup>2</sup> and is the third edition on the subject of work-life balance, following the two previous ones in the 2<sup>nd</sup> quarter of 2005 and in the 2<sup>nd</sup> quarter of 2010<sup>3</sup>.

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<sup>1</sup> The National Strategy for Equality and Non-Discrimination 2018-2030 «*Portugal + Igual*» was approved on March 8, 2018 and is published in the *Diário da República* (Resolution of the Council of Ministers no. 61/2018, of 21 May).

<sup>2</sup> The specifications of this module have been laid down in Commission Implementing Regulation (EU) 2016/2236 of 12 December 2016.

<sup>3</sup> The main results of previous inquiries can be found in the chapter «*Tema em análise*» in the publications «Employment statistics - 1<sup>st</sup> quarter 2007» and «Employment statistics - 3<sup>rd</sup> quarter 2011» publications (only in Portuguese).

The 2018 ad hoc module is structured in 3 sub-modules, which reflect the interest areas considered most relevant<sup>4</sup>:

- Sub-module 1: Care responsibilities.
- Sub-module 2: Flexibility of work arrangements.
- Sub-module 3: Career breaks and parental leave.

The first and third sub-modules were addressed to the entire target population, aged 18 to 64. The second sub-module covered only the part of the employed target population in the reference week.

The reference population of the module corresponded to 61.2% of the total population in the 2<sup>nd</sup> quarter of 2018. This population was comprised of 48.2% of men and 51.8% of women.

The employed population of the same age group was estimated at 4,621.5 thousand people, of whom 50.3% were men and 49.7% were women. The employment rate for this age group was 73.4% (76.6% for men and 70.4% for women). Among the employed population, 86.6% were employees, 13.1% were self-employed, and only 0.3% were unpaid family workers. On the other hand, 92.1% worked full-time and 7.9% part-time.

Compared with other countries, also in the 2<sup>nd</sup> quarter of 2018, but for the population aged 15 to 64 instead of the population aged 18 to 64, Portugal had a female employment rate of 67.1%, above the EU average (63.4%). The country also had a proportion of women

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<sup>4</sup> The 2018 module maintains the same structure and areas of interest as the previous ones. The target population was changed to the population aged 18 to 64 and the observation variables were modified (introduction of new variables, elimination and alteration of other variables). Therefore, the comparability of the results of the three surveys is limited, requiring additional knowledge of the methodology of each of the statistical operations.

employed part-time of 10.2%, considerably lower than the EU average (31.5%).

In this press release, for a comprehensive view of the data collected, the results obtained for each of the 9 questions of this module are presented. This does not exhaust the richness of the module data when crossing with Labour Force Survey data, namely on working time, income, and labour status. For a more in-depth exploration of the data collected, Statistics Portugal provides, upon request, tables with cross tabulation of variables, as well as anonymized microdata sets for researchers, safeguarding the principle of statistical confidentiality.

## Summary of main results

(Tables 1 to 11 of the Annex, pages 10 and following)

### 3.1. Care responsibilities

The purpose of this sub-module was to identify the caregivers of own or partner's children<sup>5</sup> and/or incapacitated relatives, assessing the extent to which caregivers use child care services and, in the event of non-use, inquiring on the main reason for not using such services. The aim was also to determine the main impacts of parental responsibilities on professional activity.

#### *Existence of care responsibilities*

This question was addressed to all persons aged 18 to 64 (6,299.8 thousand people), of whom 34.0% had care responsibilities, caring only for children under the

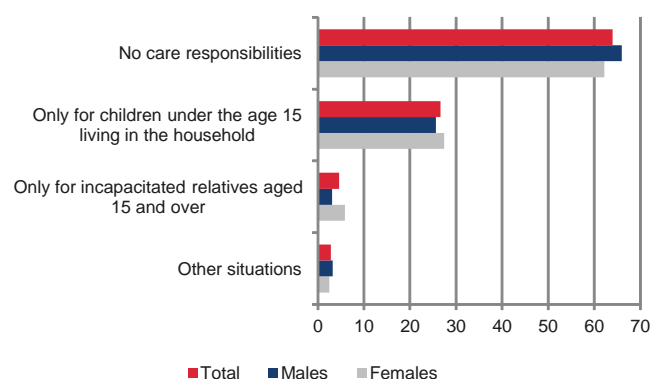
<sup>5</sup> For the sake of readability, throughout this Press Release, mention is made only of children, which includes own and partner's children.

age of 15 who lived in the household (26.6%), caring exclusively for incapacitated relatives aged 15 and over (4.6%), or with other care responsibilities (2.8%).

The caregivers were mostly women (54.7%), aged 35 to 44 (46.7%), having completed at most the first and second stages of basic education (43.8%), belonging to the employed population (83.4%) as employees (87.3%), and working full-time (94.0%).

Among those who only cared for children under the age of 15 living in the household, the difference between men (46.5%) and women (53.5%) was slighter than among those who cared exclusively for incapacitated relatives aged 15 and over (32.8% and 67.2%, respectively).

**Figure 1: Existence of care responsibilities, by sex (%)**



#### *Use of childcare services*

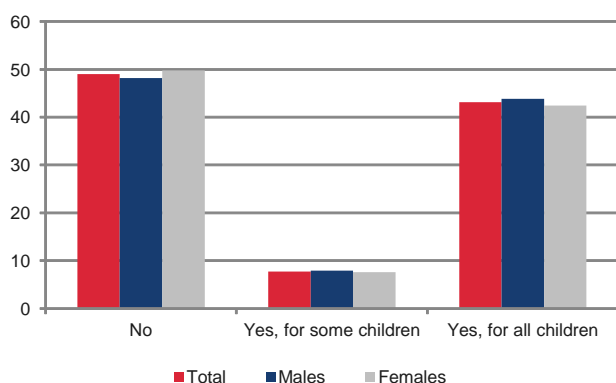
This variable questioned the intensity of use of childcare services by people aged 18 to 64 who regularly cared for children under the age of 15, whether or not living with the caregiver (1,852.1 thousand people).

All social, educational or cultural support services provided by professional entities, public or private, constituted for this purpose, whether paid or subsidized, were considered as childcare services.

These included, for example, nurseries, nannies, kindergartens, pre-school, after-school childcare and the family support component. Childcare by private professional individuals (i.e., certified for care), provided for remuneration, was also included. The assistance provided by family members, friends, neighbours, or known people who were not professionals in the provision of childcare, even if paid, was not considered, as well as curricular enrichment activities, sports clubs and sports practices, language courses, dance or music lessons, or other learning activities.

The results of the module indicate that 50.8% of those people used childcare services, with 7.7% referring having used them only for some of the children and 43.1% for all the children.

**Figure 2: Use of childcare services, by sex (%)**



### Factors for not using childcare services

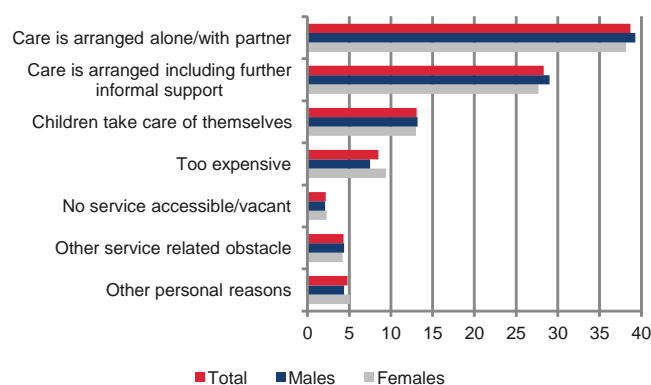
Among the people aged 18 to 64, who regularly cared for children under the age of 15 and did not use childcare services or only used them for some of their children (1,051.2 thousand), the main reason for not using such services was questioned.

"Care is arranged alone/with partner" was the reason most indicated by respondents (38.7%), followed by

"Care is arranged including further informal support" (28.3%), and by "Children take care of themselves" (13.1%). The "Cost" category was pointed out by 8.5% of respondents.

The percentage of men who indicated the first three reasons was always higher than that of women (39.3% and 38.2% in the first reason, 29.0% and 27.7% in the second, 13.2% and 13.0% in the third). However, 9.4% of women mentioned the cost of the childcare services, against 7.5% for men.

**Figure 3: Factors for not using childcare services, by sex (%)**



### Effect of childcare responsibilities on employment

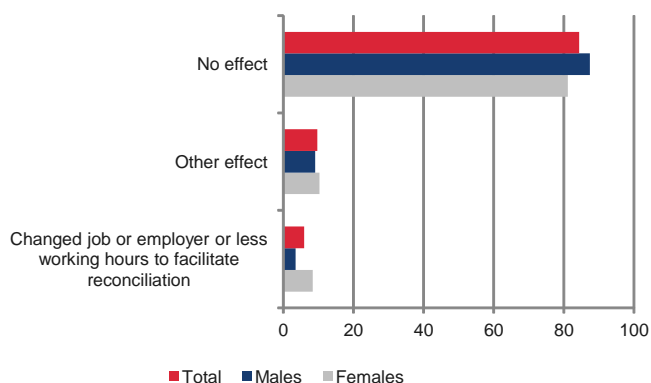
The employees aged 18 to 64 who regularly cared for children under the age of 15, whether or not living with the caregiver (1,623.8 thousand people), were questioned about the effects of parental responsibilities on their current professional activity.

"No effect" was the response category indicated by 4 out of 5 respondents (84.3%), with a difference of 6.3 percentage points (p.p.) between men (87.4%) and women (81.1%).

In addition, only 5.9% of respondents indicated that they had to change job or employer or had to reduce

their working hours in order to better reconcile work and family life, and this option was more often referred to by women (8.4%) than by men (3.5%).

**Figure 4: Effect of childcare responsibilities on employment, by sex (%)**



### 3.2. Flexibility of work arrangements

This sub-module aimed to assess the degree of working time flexibility allowed by the employer regarding family responsibilities of employees, determining the characteristic of the professional activity that make it more difficult to reconcile work with family life.

#### *Working time flexibility for care*

This sub-module began by assessing the flexibility of the daily working time of the employees in order to fulfil their care responsibilities<sup>6</sup>. The target population was the employees aged 18 to 64 who regularly care for children under the age of 15 or incapacitated relatives aged 15 and over, for a total of 1,558.1 thousand people.

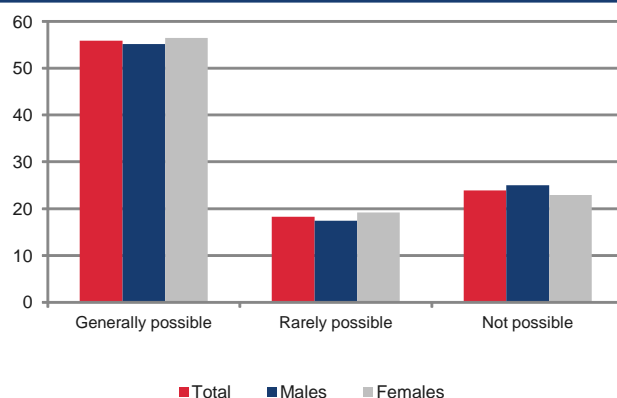
More than half of the interviewees (55.9%) indicated that it is usually possible to vary start and/or end of

<sup>6</sup> Examples of "care responsibilities": medical appointments; hospital visits; parent meetings or school events; assistance to children / family members (going home for meals or medication); nursing / breastfeeding; legal, administrative or other matters.

working day by at least 1 hour, which is higher among women (56.5%) than among men (55.2%).

It should be noted that 18.3% of respondents stated that it is rarely possible to make such changes, with a higher incidence in women (19.2%, compared to 17.4% in men), and that almost a quarter of respondents (23,9%) indicated that it was not possible at all to change daily working hours. This impossibility was most expressed by men than by women (25.0% and 22.9%, respectively).

**Figure 5: Working time flexibility for care responsibilities, by sex (%)**



These figures do not differ much from those observed in 2010, when 55.0% of respondents<sup>7</sup> indicated that it was possible to reduce their daily working hours by at least 1 hour for family reasons<sup>8</sup>. In 2005, the equivalent percentage had been 44.5%.

#### *Flexibility for taking whole days off for care*

The same target population of the previous point was also questioned about the flexibility for taking whole days off for care without using vacation days.

<sup>7</sup> Employees aged 15 to 64 with a fixed daily work schedule or one determined by the employer according to labour needs.

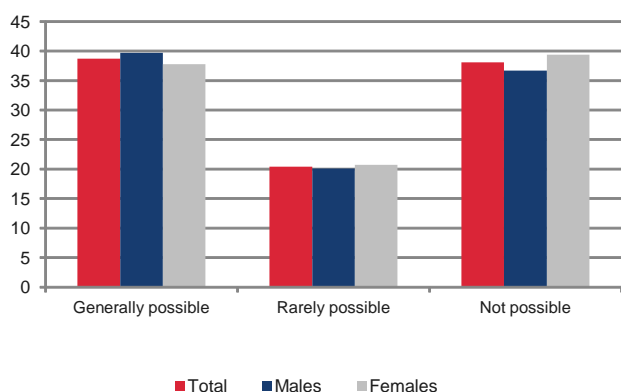
<sup>8</sup> Without having to resort to rights granted by law.



In this case, only 38.7% of respondents indicated that it was generally possible to be absent from work for full days, and this possibility was more mentioned by men (39.7%) than by women (37.8%).

The percentage of those who indicated that they rarely had this possibility was 20.4% and that of those who said not to have this possibility at all was 38.1%, without great differences between men and women.

**Figure 6: Flexibility for taking whole days off for care responsibilities, by sex (%)**



In effect, 58.5% of respondents mentioned that it was rarely possible or not possible to be absent from work for full days, a percentage lower than that observed in 2010 and 2005.

In fact, in 2010, 62.6% of employees aged 15 to 64 (3,831.7 thousand) stated that they could not take full days off for family reasons, without using vacation days or absence leaves provided by law. In 2005, the total percentage of those who could not be absent had been 65.9%.

### Main obstacle for reconciliation

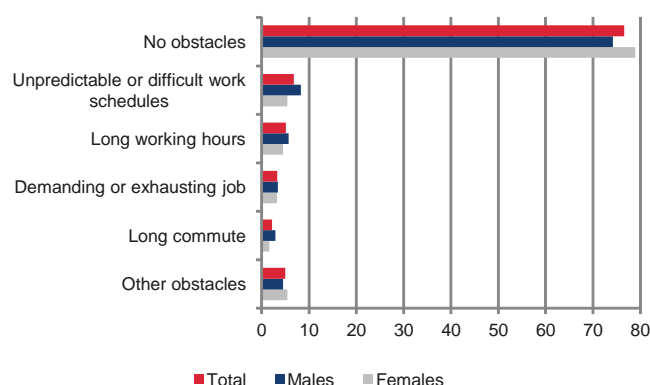
Finishing this sub-module, the employed population aged 18 to 64, who regularly cared for children under the age of 15 or incapacitated relatives aged 15 and over, for a total of 1,784.4 thousand people, was

inquired on which main job characteristic was making reconciliation most difficult.

Of this universe, 3 out of 4 respondents (76.6%) indicated that they had no obstacles to the reconciliation of work and family life, with more women expressing this absence (78.9%) than men (74.2%).

The most cited obstacle by the 22.4% of respondents who identified a constraint to the reconciliation of work with care responsibilities was the unpredictable or difficult work schedules (6.8%), followed by long working hours (5.1%), and by demanding or exhausting job (3.3%), among other obstacles (also 3.3%). In this domain, there are no significant differences between men and women.

**Figure 7: Main obstacle for reconciliation, by sex (%)**



### 3.3. Career breaks and parental leave

The last sub-module aimed to observe changes in usual work patterns and, in particular, the career breaks related to the need of caring for children or incapacitated relatives and the duration of such breaks. It also sought to assess the use of initial parental leave<sup>9</sup>

<sup>9</sup> The definition of this concept is in the Technical Note attached to this Press Release. This leave was formerly known as «Maternity/Paternity leave».

and/or extended parental leave<sup>10</sup> as a strategy for reconciling work and family life.

### *Career break for childcare*

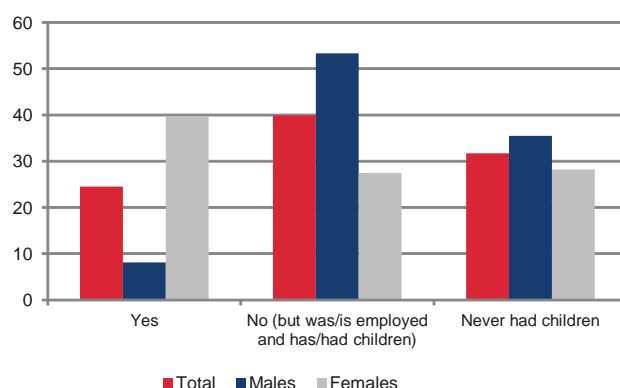
This question was addressed to all people aged 18 to 64 (6,299.8 thousand people), 24.5% of whom stopped working or interrupted their professional activity, at some point in their careers and for at least one month, to care for children or stepchildren under the age of 15. It should be noted that initial parental leave and extended parental leave are counted as career breaks.

In this indicator, there is a clear differentiation between men and women, with only 8.1% of the former mentioning having interrupted their careers for at least one month to care for their children, which contrasts with 39.8% of women.

Simultaneously, 39.9% of respondents stated never having interrupted their professional activity for four consecutive weeks to care for their children, despite being or having been employed and having or having had children. Once again, the difference between men and women is clear, with more than half of the former (53.3%) and only a little more than a quarter of the latter (27.5%) giving this answer.

Finally, 31.7% of the respondents did not have or never had children and 0.9% had never worked.

**Figure 8: Career break for childcare, by sex (%)**



### *Complete length of career breaks for childcare*

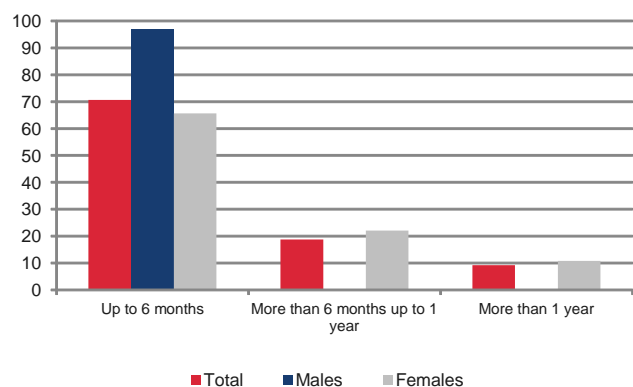
Focusing the analysis on the group of the employed population and the non-employed with previous professional experience, aged 18 to 64, with children or stepchildren, who indicated having interrupted their professional activity for at least one month to take care of children/stepchildren under the age of 15 (1,545.4 thousand people, of which 84.1% were women and 15.9% were men), the total duration of the career breaks was determined.

Considering all the interruptions, of at least four consecutive weeks, throughout the entire professional life, 70.6% of the respondents indicated having been up to 6 months absent from work to take care of children. This was the maximum duration reported by 96.9% of men and 65.6% of women.

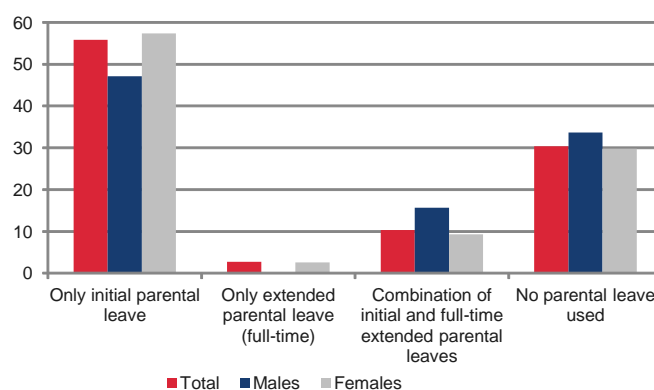
More extensive interruptions were reported almost exclusively by women, with 22.0% of them indicating a total absence between 6 months and 1 year.

<sup>10</sup> The definition of this concept is found in the Technical Note attached to this Press Release.

**Figure 9: Complete length of career breaks for childcare, by sex (%)**



**Figure 10: Use of parental leave, by sex (%)**



### Use of parental leave

Among the same target population as the previous indicator, the use of extended parental leave was studied as a strategy to reconcile work with family life.

Of the total number of people analysed, 55.8% indicated that they did not use extended parental leave, but only initial parental leave. This was also the response given by 47.1% of men and 57.4% of women.

The combination of initial parental leave and extended parental leave was reported by 10.3% of the respondents and was mentioned more by men (15.7%) than by women (9.3%).

It should also be noted that 30.4% of those who have interrupted their careers for at least one month to care for their children did so without using the initial or extended parental leave. About one-third of the men registered this response option (33.7%), as did 29.8% of the women.

### Career breaks for incapacitated relatives

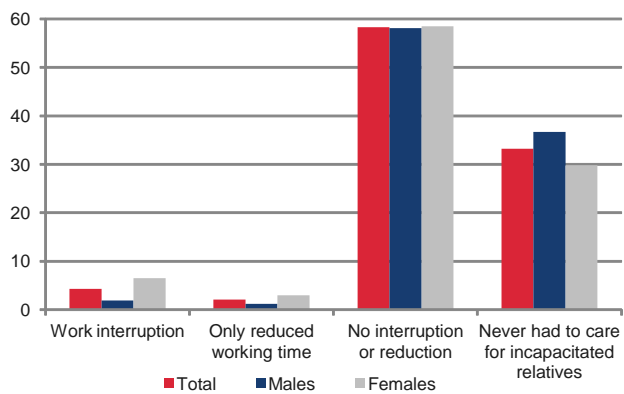
Lastly, this sub-module was concluded with questioning the employed population and the non-employed with previous professional experience, aged 18 to 64, a total of 5,821.9 thousand people, whether they had ever stopped working or reduced their working hours during at least one month to care for family members aged 15 and over (including own children and stepchildren) due to illness, disability or old age.

More than half of the interviewees (58.3%) reported never having interrupted or reduced working hours for this purpose, with no significant differences between men (58.1%) and women (58.5%). Career interruption for at least one month to care for family members aged 15 and over was reported by only 4.3% of the respondents, 78.4% of whom were women.

Additionally, 33.2% of respondents reported never having to care for incapacitated relatives, a situation more frequent among men (36.7%) than among women (29.8%).



**Figure 11: Career break for taking care of incapacitated relatives, by sex (%)**



#### 4. Annex

**Table 1: Persons aged 18 to 64 according to care responsibilities existence, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>6,299.8</b>	<b>3,034.3</b>	<b>3,265.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
No care responsibilities	4,033.8	2,003.2	2,030.6	64.0	66.0	62.2
Only for children under the age 15 living in the household	1,673.3	777.6	895.7	26.6	25.6	27.4
Only for children under the age 15 living outside the household	58.9	52.2	§	0.9	1.7	§
For children under the age 15 living in- or outside the household	32.4	15.4	17.0	0.5	0.5	0.5
Only for incapacitated relatives aged 15 and over	287.8	94.4	193.4	4.6	3.1	5.9
Other situations	87.5	29.1	58.4	1.4	1.0	1.8
No answer / Don't know	126.1	62.4	63.7	2.0	2.1	2.0

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 2: Persons aged 18 to 64 taking care of children under the age of 15 according to use of professional childcare services, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,852.1</b>	<b>874.3</b>	<b>977.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
No	908.3	421.5	486.8	49.0	48.2	49.8
Yes, for some children	142.9	68.9	74.0	7.7	7.9	7.6
Yes, for all children	797.9	383.0	415.0	43.1	43.8	42.4
No answer / Don't know	§	§	§	§	§	§

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 3: Persons aged 18 to 64 taking care of children under the age of 15 according to main reason for not using childcare services, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,051.2</b>	<b>490.4</b>	<b>560.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
No service accessible/vacant	23.4	10.3	13.1	2.2	2.1	2.3
Too expensive	89.3	36.9	52.4	8.5	7.5	9.4
Other service related obstacle	45.0	21.5	23.5	4.3	4.4	4.2
Care is arranged alone/with partner	407.2	192.8	214.4	38.7	39.3	38.2
Care is arranged including further informal support	297.3	142.1	155.2	28.3	29.0	27.7
Children take care of themselves	137.7	64.8	72.9	13.1	13.2	13.0
Other personal reasons	50.5	21.7	28.8	4.8	4.4	5.1
No answer / Don't know	§	§	§	§	§	§

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 4: Employed persons aged 18 to 64 taking care of children under the age of 15 according to effect of childcare responsibilities on employment, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,623.8</b>	<b>807.9</b>	<b>815.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Changed job or employer or less working hours to facilitate	96.3	28.1	68.2	5.9	3.5	8.4
Other effect	157.6	73.7	83.9	9.7	9.1	10.3
No effect	1,368.1	706.0	662.1	84.3	87.4	81.1
No answer / Don't know	§	§	§	§	§	§

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 5: Employees aged 18 to 64 with care responsibilities according to working time flexibility for care responsibilities, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,558.1</b>	<b>734.9</b>	<b>823.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Generally possible	870.9	406.0	465.0	55.9	55.2	56.5
Rarely possible	285.9	128.0	157.9	18.3	17.4	19.2
Not possible	372.0	183.8	188.3	23.9	25.0	22.9
No answer / Don't know	29.3	17.2	12.1	1.9	2.3	1.5

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Table 6: Employees aged 18 to 64 with care responsibilities according to flexibility for taking whole days off for care responsibilities, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,558.1</b>	<b>734.9</b>	<b>823.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Generally possible	602.8	291.7	311.1	38.7	39.7	37.8
Rarely possible	318.2	147.9	170.3	20.4	20.1	20.7
Not possible	593.9	269.9	324.1	38.1	36.7	39.4
No answer / Don't know	43.2	25.5	17.7	2.8	3.5	2.2

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Table 7: Employed persons aged 18 to 64 with care responsibilities according to main obstacle for reconciliation, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,784.4</b>	<b>869.3</b>	<b>915.1</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
No obstacle	1,367.1	645.4	721.7	76.6	74.2	78.9
Long working hours	90.9	50.0	40.9	5.1	5.7	4.5
Unpredictable or difficult work schedules	121.5	71.9	49.7	6.8	8.3	5.4
Long commute	40.1	25.2	15.0	2.2	2.9	1.6
Demanding or exhausting job	58.7	29.6	29.1	3.3	3.4	3.2
Lack of support from employers and colleagues	30.5	§	21.5	1.7	§	2.4
Other obstacles	58.5	30.2	28.3	3.3	3.5	3.1
No answer / Don't know	17.0	§	§	1.0	§	§

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 8: Persons aged 18 to 64 according to career break for taking care of children under the age of 15, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>6,299.8</b>	<b>3,034.3</b>	<b>3,265.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Yes	1,545.4	246.2	1,299.2	24.5	8.1	39.8
No (but was/is employed and has/had children)	2,516.2	1,618.3	898.0	39.9	53.3	27.5
Never worked for childcare reasons	28.1	§	27.6	0.4	§	0.8
Never worked for other reasons	32.5	5.9	26.6	0.5	0.2	0.8
Never had children	1,997.1	1,077.0	920.1	31.7	35.5	28.2
No answer / Don't know	180.4	86.4	94.1	2.9	2.8	2.9

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 9: Employed persons and non-employed persons with previous work experience, aged 18 to 64, according to complete length of career breaks for taking care of children under the age of 15, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,545.4</b>	<b>246.2</b>	<b>1,299.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Up to 6 months	1,091.1	238.6	852.5	70.6	96.9	65.6
More than 6 months up to 1 year	290.0	§	286.1	18.8	§	22.0
More than 1 year up to 2 years	81.2	§	80.7	5.3	§	6.2
More than 2 year up to 3 years	16.5	§	16.3	1.1	§	1.3
More than 3 year up to 5 years	14.7	§	14.5	1.0	§	1.1
More than 5 years	30.3	§	28.6	2.0	§	2.2
No answer / Don't know	21.5	§	20.4	1.4	§	1.6

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.



**Table 10: Employed persons and non-employed persons with previous work experience, aged 18 to 64, that has interrupted the career for taking care of children under the age of 15 according to use of parental leave, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>1,545.4</b>	<b>246.2</b>	<b>1,299.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Only maternity/paternity leaves used	862.3	116.0	746.3	55.8	47.1	57.4
Only parental leave used	41.8	§	33.9	2.7	§	2.6
Combination of family leaves	159.0	38.6	120.4	10.3	15.7	9.3
No family leave used	470.3	83.0	387.3	30.4	33.7	29.8
No answer / Don't know	11.9	§	11.3	0.8	§	0.9

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".

**Conventional sign**

§: Extremely unreliable value.

**Table 11: Employed persons and non-employed persons with previous work experience, aged 18 to 64, according to career break for taking care of incapacitated relatives aged 15 and over, by sex**

Portugal	Total	Males	Females	Total	Males	Females
	Thousand people			%		
<b>Total</b>	<b>5,821.9</b>	<b>2,822.0</b>	<b>2,999.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Work interruption	249.3	53.8	195.5	4.3	1.9	6.5
Only reduced working time	121.7	33.1	88.6	2.1	1.2	3.0
No interruption or reduction	3,393.7	1,638.5	1,755.2	58.3	58.1	58.5
Never had to care for incapacitated relatives	1,932.1	1,036.8	895.3	33.2	36.7	29.8
No answer / Don't know	125.1	59.8	65.3	2.1	2.1	2.2

Source: Statistics Portugal, Labour Force Survey ad hoc module 2018 "Reconciliation between work and family life".



## TECHNICAL NOTE

The main purpose of the Labour Force Survey is to characterise the population in terms of the labour market. It is a quarterly sample survey, addressed to families occupying the same dwelling in the national territory, which makes available quarterly and annual data.

Most of the characteristics observed in this survey report to the situation in one pre-defined week (from Monday to Sunday), known as *reference week*. The reference weeks are uniformly distributed throughout the quarters and years. The interviews usually take place in the week following the reference week.

The information is obtained directly, through computer-assisted interview, by using a mixed data collection mode: the initial interview is done face-to-face by an interviewer visiting the household and the other five interviews are done by telephone, if certain requirements are met.

The Labour Force Survey methodological document is available (only in Portuguese) at:

<http://smi.ine.pt/DocumentacaoMetodologica/Detalhes/1362>

### Labour Force Survey ad hoc modules

The ad hoc modules are thematic surveys, of small dimension, on issues considered of interest for the characterisation of the labour market and are intended to supplement the information gathered from the core questionnaire of the Labour Force Survey. The questions of these surveys are meant primarily to obtain more detailed information on a specific topic that will be used to define and/or monitor specifically European policy initiatives. Since they are meant to monitor European public policies, the ad hoc modules are performed every year and their themes are repeated cyclically, depending on the needs and interest of the topic under analysis.

In Portugal, the ad hoc modules are performed together with the Labour Force Survey in the 2<sup>nd</sup> quarter of each year and are directed to the resident population throughout the national territory.

The extrapolation of the results, such as in the Labour Force Survey, is made from a regional weights system, determined from independent population estimates. These weights are a function of the following variables: NUTS II region by sex and five-year age groups and also NUTS III region (or aggregations) by sex or large age groups.

The methodological choices inherent to the operationalization of the Labour Force Survey ad hoc module 2018 on "Reconciliation between work and family life" are described in the methodological document of this statistical operation available on the Statistics Portugal Portal (only available in Portuguese):

<http://smi.ine.pt/DocumentacaoMetodologica/Detalhes/1490>

### Some concepts

**Employed:** person aged 15 years old or over whom, during the reference period, was in one of the following situations:

- had worked for at least one hour for a wage or salary, in cash or in kind;
- had a formal attachment to his/her job but was temporarily not at work;
- had an enterprise but was temporarily not at work for any specific reason;
- was in early retirement but working in the reference period.

*(to be continued)*

*(continuation)*

**Employee:** An individual who works under the authority and direction of another person, subject to a written or oral employment contract, which give him/her a basic remuneration which is not directly dependent upon the revenue of the unit for which he/she works.

**Working time:** The beginning and end of the normal daily work period, established by the law or collective agreement or by a rule of the enterprise/institution.

**Parental leave:** Leave in the scope of parenthood protection, that gives the working father and mother the right to be absent from work to take care of his or her baby. It includes the following modalities: initial parental leave, initial parental leave exclusive of the mother, initial parental leave exclusive of the father, and initial parental leave of one parent in case of impossibility of the other.

**Initial parental leave:** Parental leave given to the working mother or father to be absent from work up until a period of 120 or 150 consecutive days according to the parents option, and its use can be shared after the childbirth. To the already mentioned periods are added 30 more consecutive days in the case of shared leave, but only if each parent enjoys, exclusively, a period of 30 consecutive days or two periods of 15 consecutive days after the initial parental leave exclusive of the mother. In the case of the birth of more than one child, to the already mentioned periods are added 30 days for each twin beyond the first.

**Extended parental leave:** Leave that gives the working mother or father, or both alternately, the right to be absent from work to take care of her/his child, living in the family household, for a period up until three months, but only if used immediately after the initial parental leave or the extended parental leave of the other parent.

Published data were calibrated by using the population estimates calculated from the final results of Census 2011.

Due to rounding, the totals in tables do not always match the sum of parts.