



Working in Portugal: what you should bear in mind

Work in Portugal!

Update: June 2020



Working in Portugal

- Wages & Working Conditions
- Social Security
- Taxation
- Before coming



Average Monthly Earnings (April 2019)

Eur 1.188,1

Qualification Level

▪ Managers	2.886,8
▪ Employees / Labourers	1.151,3
▪ Apprentices/Trainees	719,1

Gender

▪ Male	1.301,0
▪ Female	1.055,4

Activity Areas

▪ Financial Activities	2.297,3
▪ Info & Comm	1.838,5
▪ Transports & Logistics	1.624,3
▪ Consulting, sci-tech	1.469,0
▪ Education	1.292,6
▪ Sales & Repair Services	1.118,4
▪ Manufacturing	1.107,3
▪ Administr. & Support Services	1.008,8
▪ Construction	998,6
▪ Health Care & Social Work	946,1
▪ Hotels & Restaurants	811,9

Source: GEP-MTSSS, Inquérito aos Ganhos e à Duração do Trabalho, April 2019

Minimum Wage (2020): €635 / month

Wages in Portugal (annual package)

Engineering

main cities	Lisbon		Porto	
Positions	Min.	Max.	Min.	Max.
Process & Methods Engineer	26.000 €	42.000 €	26.000 €	41.000 €
Product Engineer	25.000 €	35.000 €	26.000 €	39.000 €
QA Engineer	28.000 €	34.000 €	24.000 €	38.000 €
R&D Engineer	26.000 €	42.000 €	25.000 €	44.000 €
Test Engineer	27.000 €	38.000 €	27.000 €	41.000 €
Project Manager	35.000 €	52.000 €	34.000 €	56.000 €
SHE Manager	30.000 €	45.000 €	26.000 €	45.000 €

Source: Michael Page Salary Surveys 2020

Wages in Portugal (annual package)

IT – Information Technology

main cities	Lisbon		Porto	
Positions	Min.	Max.	Min.	Max.
Project Manager	35.000 €	56.000 €	23.800 €	44.800 €
IT Consultant	21.000 €	56.000 €	21.000 €	49.000 €
Database Administrator	28.000 €	42.000 €	22.400 €	42.000 €
Systems Administrator	35.000 €	49.000 €	35.000 €	49.000 €
Networks Administrator	28.000 €	42.000 €	28.000 €	42.000 €
Information Systems Architect	42.000 €	56.000 €	35.000 €	51.800 €
DevOps	28.000 €	42.000 €	28.000 €	42.000 €
Data Scientist	18.000 €	30.000 €	19.600 €	30.800 €
Helpdesk Supervisor	21.000 €	35.000 €	19.600 €	30.800 €
Helpdesk Support Officer	14.000 €	28.000 €	12.600 €	28.000 €

Source: Michael Page Salary Surveys 2020

Wages in Portugal (annual package)

Customer Service / Shared Service Centres

Digital Marketing

main cities	Lisbon		Porto	
Positions	Min.	Max.	Min.	Max.
Contact Centre Manager	21.000 €	35.000 €	19.600 €	29.400 €
Customer Service Specialist	11.900 €	21.000 €	11.200 €	20.300 €
Digital Marketing Specialist	28.000 €	42.000 €	22.400 €	42.000 €
Financial Controller Specialist	21.000 €	32.200 €	21.000 €	30.800 €
Master Data Specialist	21.000 €	32.200 €	14.500 €	21.000 €
Tax Specialist	23.800 €	30.800 €	21.000 €	29.400 €
HR Specialist	21.000 €	55.400 €	19.600 €	35.000 €
Travel Expenses Specialist	18.900 €	23.800 €	18.200 €	22.400 €
Payroll Specialist	21.000 €	28.000 €	18.200 €	28.000 €

Source: Michael Page Salary Surveys 2020

Wages in Portugal (monthly wages)

Tourism, Hospitality & Catering

Positions	Monthly Gross Wage	
	Minimum	Maximum
Waiter / Waitress	635 €	954 €
Bartender	674 €	1025 €
Hotel Receptionist	688 €	942 €
Outdoor Adventure Guide	790 €	1720 €
Cook	670 €	968 €
Chef	944 €	2104 €
Room Service	665 €	1171 €
Massage Therapist	688 €	1186 €
Travel Advisor / Consultant	724 €	1029 €
Travel Guide	691 €	1001 €
Travel Organiser	769 €	1528 €
Entertainer	635 €	1287 €
Coach Driver	703 €	1199 €

Source: WageIndicator 2020 - Meusalario.pt - Pesquisa Salarial

Wages in Portugal (monthly wages)

Construction sector

Positions	Monthly Gross Wage
Construction Engineer	1.914,0 €
Construction Supervisor / Foreman	1.359,2 €
Mason / Bricklayer	843,2 €
Rigger	827,6 €
Carpenter	876,2 €
Floor Layer / Tile Setter	837,6 €
Plasterer	873,0 €
Plumber	954,5 €
Painter	814,6 €
Structural Metal Preparer / Erector	946,1 €
Building Electrician	947,2 €
Earth Moving, Crane, Hoist Operator	931,1 €
Heavy Truck and Lorry Driver	945,8 €
Civil Engineering / Construction Labourer	804,9 €

Source: GEP-MTSSS, Inquérito aos Salários por Profissões na Construção, January 2020

Labour Law / Working Conditions

- **Lisbon** has the highest wage level in Portugal, due to concentration of higher paying activities
- **Normal working period** cannot exceed **40 hours weekly** (avg. is 39,4 hours, 5 working days)
- **Holiday** duration: in general, **22 days / year**
- **Fixed term contract maximum duration: 3 years** (incl. renewals during the period); mandatory to be in writing
- Monthly wages **paid x 14** (Christmas & holiday bonuses)
- Day limit for (paid) **extra time: 2 hours**
- More than 200 **Temporary Work Agencies** operating in the labour market (licensed by the PES)

Social Security Deductions

- Worker contribution: **11%**, deducted from gross monthly earnings
- Employers contribute a further **23,75%**
- For the **self-employed**, contribution rate is calculated on the basis of declared wage: **29,6%** (compulsory protection scheme)

www.seq-social.pt

Taxes

IRS (Personal Income Tax) Annual Rates

Annual Income	Normal tax rate (%)	Average tax rate (%)
Up to Eur 7,112	14.5	14.500
Eur 7,112 - 10,732	23.0	17.367
Eur 10,732 - 20,322	28.5	22.621
Eur 20,322 - 25,075	35.0	24.967
Eur 25,075 - 36,967	37.0	28.838
Eur 36,967 - 80,882	45.0	37.613
Eur 80,882 +	48.0	-

www.portaldasfinancas.gov.pt

Taxes, Social Security & Net Monthly Wage

Example

- Single
- No children
- No handicap

Wage: **€1000** gross / month + meal allowance **€4,77** / workday

	Amount	Tax-subject amount	Retention Rate	Deductions
Wage	1.000,00 €	1.000,00 €		
Meal Allowance	104,94 €	0,00 €		
Social Security			11,0%	-110,00 €
IRS			11,9%	-119,00 €
Total	1.104,94 €	1.000,00 €		-229,00 €
Net monthly wage	875,94 €			

Taxes

Principles to **avoid double taxation**

- IRS is paid on the annual amount of income received by people living in Portugal
- In case of non-residents, it is paid exclusively on income received in Portugal
- Employers will retain **25%** of the income due to non-resident employees
- To **avoid double taxation**, Portugal has tax agreements with the other EEA member states (and Switzerland)

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Before coming

CHECKLIST

- Valid **ID card** or **Passport**
- Copy of labour contract / working conditions **in written**
- **Certificates** proving experience, education / training, professional + employers' references
- Knowing the **wage payment method** and frequency
- Making sure in advance there is **accommodation** in the area
- European **Health** Insurance Card
- Enough **money** to remain in Portugal until 1st wage payment (or to go back...)

Before coming

TARGETED MOBILITY SCHEMES

- Participation in Interviews
- Professional Recognition
- Language Training
- Relocation
- Supplementary **or** Family Support

On arrival

ADMINISTRATIVE PROCEDURES

- 1. Proof of address:** Junta Freguesia (municipality) or rental contract
- 1. Fiscal Number (VAT nr):**
www.portaldasfinancas.gov.pt
- 1. Bank account**
- 1. Social security number:** www.seg-social.pt



The employer usually helps you



Useful Contacts

Labour Law: ACT - National Authority for Labour Conditions

Website: www.act.gov.pt

Phone: +351 300 069 300

Working hours (Portuguese time):

9.30 to 12.00 | 14.00 to 17.00, Mondays to Fridays

Taxes: Portuguese Tax and Customs Authority

Website: www.portaldasfinancas.gov.pt

Phone: +351 217 206 707

Working hours (PT time):

9.00 to 19.00, Mondays to Fridays

Social Security Portal

Website: www.seg-social.pt

Via Segurança Social (Contact Centre)

Phone: +351 300 502 502

Working hours (PT time):

ePortugal

Website: www.eportugal.gov.pt/en/

Phone: +351 300 003 990

Working hours (PT time):

9.00 to 18.00, Mondays to Fridays