

Working in Portugal

EUROPEAN
JOB DAYS

🕒 4 November 2025



Working in Portugal

- Working Conditions
- Social Security
- Taxation
- Wages
- Useful contacts

Working Conditions



Before accepting a job offer in Portugal

- Payment requests or sending money: not allowed!
- Company legally established in Portugal
- Company's credibility



Wage

- **14 x** / year (incl. Holiday & Christmas bonuses)
- minimum (2026): **€920** / month
- meal subsidy



Working time

- **40** hours / week
- **22** holidays (annual leave)
- **13** bank holidays + ...



AUTORIDADE PARA AS
CONDIÇÕES DO TRABALHO

www.act.gov.pt

[Working in Portugal:
foreign workers' guide](#)

Working Conditions



Employment contract

- Must be in writing, signed by employee and employer
- Employee keeps a signed copy
- It may have an end date (fixed-term contracts)
- It may be full-time or part-time



Occupational health and safety

- Insurance against accidents at work
- Personal protective equipment
- Monitoring of health by an occupational doctor
- Employer provides these rights to employees at no cost



Authority for Working Conditions

- Find out more: employees' and employers' rights and obligations
- Request information
- Request intervention of labour inspectors in the event of a violation of workers' rights



www.act.gov.pt

[Request for
Work Inspection](#)

Average Monthly Earnings (October 2023)

Eur 1466,65

Qualification Level

■ Managers	2.770,62
■ Employees	2.069,06
■ Labourers	950,14
■ Apprentices/Trainees	978,99

Gender

■ Male	1.577,32
■ Female	1.332,02

Minimum Wage

(2026): **€920 / month (14x)**

Average Wage

(2024): **€1602 / month (14x)**

Activity Areas

■ Financial Activities	2.579,31
■ Info & Comm	2.360,20
■ Consulting, Sci-Tech	1.854,11
■ Transports & Logistics	1.761,67
■ Education	1.587,98
■ Manufacturing	1.400,65
■ Sales & Repair Services	1.373,90
■ Admin & Support Services	1.263,92
■ Health Care & Social Work	1.250,59
■ Construction	1.231,27
■ Agriculture & Fisheries	1.125,73
■ Hotels & Restaurants	1.046,91

Source: GEP-MSTSS, December 2024

Social Security



The Portuguese System

- Citizenship (tax based) Social Protection System
- Social Security System (contributions based)



Benefits

- Sickness
- Maternity, paternity and adoption
- Unemployment
- Accidents at work and professional diseases
- Old-age, survivors and invalidity pension



INSTITUTO DA SEGURANÇA SOCIAL, I.P.

www.seg-social.pt

Information on
your rights and duties

Request benefits



Social Security



Contributions to Social Security

Compulsory !

- **Employed** workers – 34,75%
(worker: **11%**; employer: 23,75%)
- **Self-employed** workers – **21,4%**



INSTITUTO DA SEGURANÇA SOCIAL, I.P.

www.seg-social.pt

Information on your rights and duties

Request benefits



- **Telework** from Portugal subject to SS contributions (both employer & worker)
- If you **also work in another EU country**:
contact the SS institution from the country of residence to determine which legislation applies
 - You only pay SS contributions in **one** country



Taxes, Social Security & gross (and *netto*) monthly wage

Example: single, no children, no disabilities

Taxable income	€1,465.00
Meal allowance (€10,20/working day)	+ €224.40
IRS retention rate (income)	11.78%
IRS retention (income)	- €172.00
Social Security contribution	- €161.15
Net income (with food allowance)	€1,356.25
Total cost to the company	€2,320.79

Your pay slip

Source: www.doutorfinancas.pt/simulador-salario-liquido-2025/

Living Costs... An overview



Expense Items	My Budget
Rental (studio / T1 – shared...)	800 €
Water, Electricity and Gas	80 €
Phone, TV & internet	60 €
Transports (<i>monthly pass</i>)	40 €
Food / Supermarket	270 €
Health – Pharmacy & Doctors	45 €
Leisure (e.g. 2 nights out)	60 €
TOTAL	1355 €

Working culture



- Coffee time = break to enjoy with your co-workers
- Small companies = family environment = social integration
- Clear chain of command, clear role in the company
- Trade unions and professional associations protect your rights

Useful Contacts

Labour Law: ACT - National Authority for Labour Conditions

Website: www.act.gov.pt | Phone: +351 300 069 300

Working hours (Portuguese time): 9.00 to 12.00 | 14:00 to 17:00, Mondays to Fridays

Social Security Portal

Website: www.seg-social.pt

Via Segurança Social (Contact Centre)

Phone: +351 300 502 502 | 210 545 400

Working hours (PT time): 9.00 to 18.00, 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

Gov: Portuguese Public Services Gateway

Website: www.gov.pt/en/

Phone: +351 300 003 990 | 210 489 010

Working hours (PT time): 9.00 to 18.00, Mondays to Fridays

EURES Portugal

All our contacts: <https://linktr.ee/euresportugal>





THANK YOU!

Obrigad@!

#WorkinPortugal

