



EUROPEAN
JOB DAYS

Working in Portugal

 22 November 2022



Working Conditions

Worktime & holidays

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

Employment contracts

- Open-ended
- Fixed-term
- Provision of services

Social security & taxes

- Social security
 - worker: 11%
 - employer: 23,75%
 - freelancer: min. 21,4%
- IRS (personal income tax): variable annual rate 14,5% - 48%

Monthly wage

paid x 14 months/year

more
info

act.gov.pt

seg-social.pt

portaldasfinancas.gov.pt

ePortugal.gov.pt



Average Monthly Earnings (October 2020)

EUR 1.250,8

Qualification Level

■ Managers	2.465,6
■ Employees	1.783,8
■ Labourers	1.021,2
■ Apprentices/Trainees	816,4

Gender

■ Male	1.349,4
■ Female	1.130,9

Minimum Wage (2023)

€760 / month (14x)

Activity Areas

■ Financial Activities	2.366,4
■ Info & Comm	1.970,1
■ Consulting, Sci-Tech	1.543,4
■ Transports & Logistics	1.418,7
■ Education	1.375,1
■ Manufacturing	1.198,0
■ Sales & Repair Services	1.176,3
■ Health Care & Social Work	1.112,5
■ Construction	1.042,4
■ Admin & Support Services	1.032,9
■ Agriculture & Fisheries	949,7
■ Hotels & Restaurants	858,9

Source: GEP-MSTSS, February 2022



Taxes, social security & gross monthly wage

Example: single, no children, no disabilities

Taxable income	€1,250.00
Meal allowance	+ €167.86
IRS retention rate (income)	15.20%
IRS retention (income)	- €190.00
Social Security contribution	- €137.50
Net income (with food allowance)	€1,090.36
Total cost to the company	€1,714.74

Source: www.doutorfinancas.pt/simulador-de-salario-liquido-2022/



Living Costs... **an overview**

*Is it possible to live in Portugal
with a **€1250** gross monthly wage?*

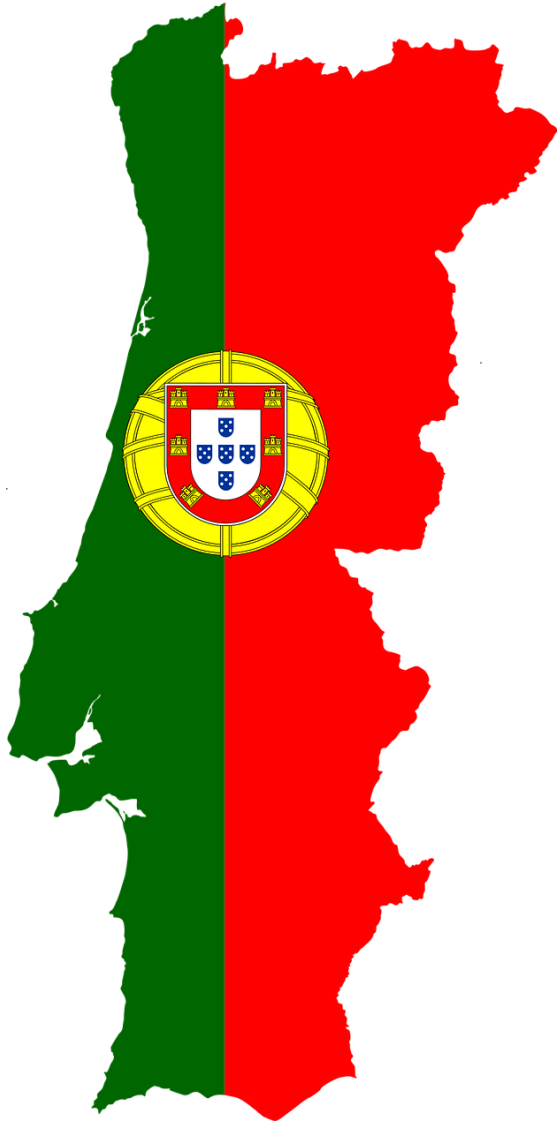
Expense Items	My Budget
Rental (T0 studio)	600 €
Water, Electricity and Gas	70 €
Phone, TV & internet	40 €
Transports (<i>monthly pass</i>)	40 €
Food / Supermarket	250 €
Health – Pharmacy & Doctors	30 €
Leisure (e.g. 1-2 nights out)	40 €
TOTAL	1070 €

Gross **1250€**

Net **1090€**



Why PORTUGAL?



- ❑ Perfect combination of cultural traditions and European lifestyle
- ❑ Creativity and audacity are encouraged
- ❑ Open and multicultural country
- ❑ #1 for working remotely, among 111 countries (*Kayak, 2021*)
- ❑ Excellent telecommunications infrastructure
- ❑ #13 Worlds' best sustainable destination for the expats
(*InterNations, expat insider, 2020*)
- ❑ Social stability - peaceful

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 12.30, 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):

9.00 to 18.00, Mondays to Fridays

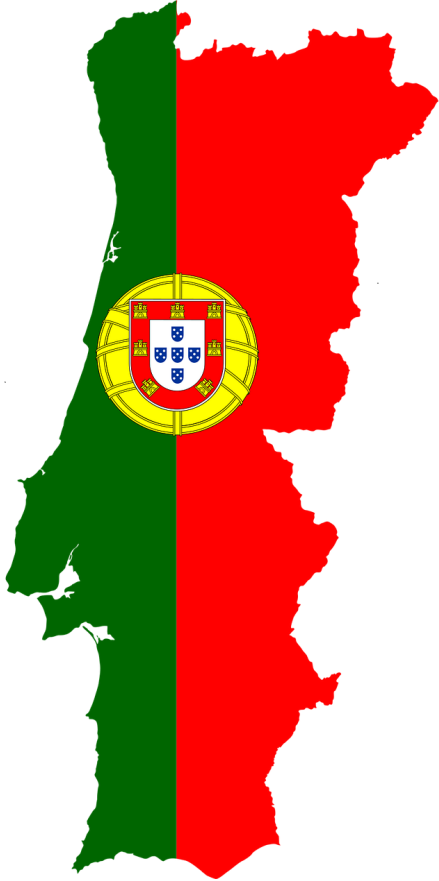
ePortugal

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

Phone: +351 300 003 990

Working hours (PT time):

9.00 to 18.00, Mondays to Fridays



Obrigad@!
THANK YOU!

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#WorkinPortugal

