



EUROPEAN
JOB DAYS

Working in Portugal

 22 November 2023





Working in Portugal

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



Working Conditions



Wage

- 14 x / year (incl. Holiday & Christmas bonuses)
- minimum (2024): €820 / month
- meal subsidy



Working time

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



Social Security and Taxation

- SS: 11% worker + 23,75% employer
- SS: minimum 24,1% independent worker
- IRS: 14,5% to 47,17%

www.seg-social.pt

www.act.gov.pt

www.portaldasfinancas.gov.pt

Average Monthly Earnings (October 2021)

Eur 1.294,1

Qualification Level

■ Managers	2.494,8
■ Employees	1.807,3
■ Labourers	837,7
■ Apprentices/Trainees	853,0

Gender

■ Male	1.395,7
■ Female	1.172,1

Minimum Wage

(2024): **€820 / month (14x)**

Activity Areas

■ Financial Activities	2.374,4
■ Info & Comm	2.046,1
■ Consulting, Sci-Tech	1.612,8
■ Transports & Logistics	1.463,7
■ Education	1.415,1
■ Manufacturing	1.224,8
■ Sales & Repair Services	1.224,2
■ Health Care & Social Work	1.148,8
■ Construction	1.103,2
■ Admin & Support Services	1.086,1
■ Agriculture & Fisheries	1.011,4
■ Hotels & Restaurants	913,7

Source: GEP-MSTSS, January 2023



Taxes, social security & gross (and *netto*) monthly wage

Example: single, no children, no disabilities

Taxable income	€1,300.00
Meal allowance (€7,00/working day)	+ €132.00
IRS retention rate (income)	13.47%
IRS retention (income)	- €179.00
Social Security contribution	- €143.00
Net income (with food allowance)	€1,110.00
Total cost to the company	€1,740.75

Source: www.doutorfinancas.pt/simulador-salario-liquido-2023/

Living Costs... An overview



Expense Items	My Budget
Rental (studio / T1 – shared...)	620 €
Water, Electricity and Gas	80 €
Phone, TV & internet	40 €
Transports (<i>monthly pass</i>)	40 €
Food / Supermarket	270 €
Health – Pharmacy & Doctors	30 €
Leisure (e.g. 1 night out)	30 €
TOTAL	1110 €

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





THANK YOU!

Obrigad@!

#WorkinPortugal

