

24 November 2023

MONTHLY EARNINGS OF EMPLOYEES BY PLACE OF WORK

2021

EM 2021, THE MEDIAN EARNINGS OF THE EMPLOYEES WAS LESS THAN € 1 000 IN 285 (93%) OF THE 308 MUNICIPALITIES

According to the Lists of Personnel, in 2021, the median monthly earnings of full-time fully paid employees (TCO) was 959.34 €. Only 29% of employees' monthly earnings were higher than the average (1 289.50 €). In 285 (93%) of the 308 municipalities, the median monthly earnings was less than 1 000 €, ranging from 760.40 € in Gavião and Belmonte to 1 781.36 € in Castro Verde.

The median monthly earnings was lower for female employees (896.39 €) than for male employees (1 022.00 €). Only in the municipalities of Oeiras (1 296.49 €), Lisboa (1 235.44 €), Porto (1 066.00 €) and Campo Maior (1 034.63 €) the median earnings of women exceed 1 000 € per month, i.e., only in these four municipalities 50% of the female employees had monthly earnings above that reference.

In 2021, Área Metropolitana de Lisboa had the greatest difference in median monthly earnings between age groups: the highest value was in the 35 to 54 age group (1 225.25 €) and the lowest in the 16 to 34 age group (1 018.32 €). Despite being the sub-region with the greatest disparity in median monthly earnings between age groups, it was also the only where median earnings exceeded 1 000 € per month in all three age groups.

The median monthly earnings of employees with tertiary education were higher than the national reference (1 542.60 €) in 22 municipalities, mostly located in the metropolitan areas of Lisboa and Porto. The municipality of Vila do Porto (5 020.53 €) had the highest median monthly earnings for employees with tertiary education and the municipalities of Sines, Castro Verde, Oeiras and Amadora stood out with values above 2 000 €.

In 2021, the median monthly earnings were lower for employees with fixed-term contracts compared to those with permanent contracts (858.00 € and 1 021.00 €, respectively). In 62 municipalities, the median monthly earnings of employees with fixed-term contracts was higher than the national value, with the municipalities of Castro Verde (1 542.39 €), Calheta (1 120.23 €), Ribeira da Pena (1 028.46 €) and Oeiras (1 012.94 €) standing out with values above 1 000 €.

Introductory Note

Considering the information from the Lists of Personnel (Annex A of the Single Report) of the Office for Strategy and Planning (GEP) of the Ministry of Labour, Solidarity and Social Security (MTSSS), this press release focuses on characterizing the monthly earnings of employees by place of work. In the results presented, the median (the value that separates the ordered set of employees' monthly earnings into two equal parts) is the reference statistic for reading the diversity of employees' monthly earnings in the different territories.

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However, the data file associated with this press release also shows results for the 1st and 3rd quartiles (monthly earnings values corresponding to the position of the first quarter and the third quarter of the ordered set of data), allowing a reading of the disparities in each territorial unit.

This press release is organized into three parts. The two first parts focus on characterizing the distribution of employees' monthly earnings by place of work and the third delves into the territorial diversity of monthly earnings by segmenting the information by the sociodemographic characteristics of the employees and the characteristics of the work contracts. The two last parts focus on an analysis at municipality or NUTS III level.

In this context, see also the results already released by GEP/MTSS - entity with delegated competencies from Statistics Portugal to produce statistics in the labour market area -, namely the initiatives Lists of Personnel 2021 ([Publication](#)) and Gender Pay Gap Barometer ([Analysis and technical notes](#)).

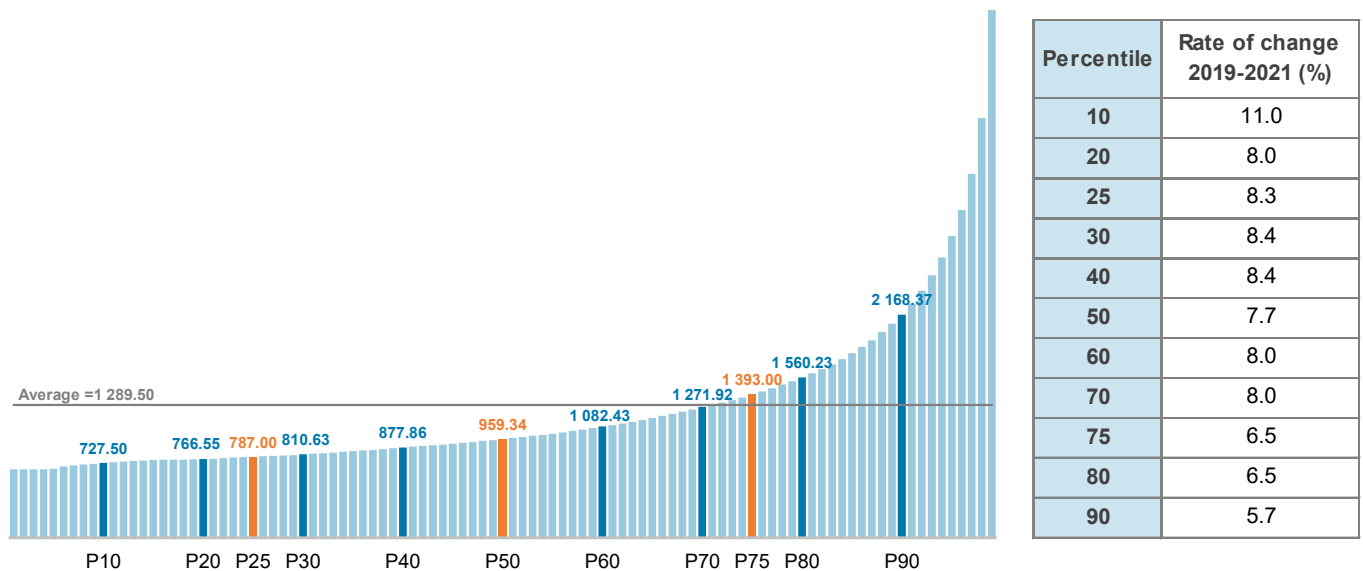
It is important to note that the Lists of Personnel correspond to administrative data, partially covering economic activity, including mainly workers from the private sector. Data presented in this press release refers to the monthly earnings (gross values) of full-time and fully paid employees and the geographical disaggregation presented refers to the employees' place of work, i.e. the information is referenced to the workplace (see methodological note at the end of the press release).

This initiative aims to provide new indicators to characterise the socio-economic diversity of the territories, taking advantage of the potential of the information available in Statistics Portugal [National Data Infrastructure – IND](#), and it is released as part of [StatsLab - Statistics in Development](#). It is also part of the broader development framework of the [IAssLocal - Asymmetry Indicators at local and interregional level project](#)¹.

¹ Co-financed by the Technical Assistance Operational Programme (POAT/PT2020).

1. Characterization of the distribution of monthly earnings of employees at national level

Figure 1. Percentiles and average of the monthly earnings of employees (€), Portugal, 2021



Note: Figure 1 does not show the value and rate of change of the 100th percentile of monthly earnings as it corresponds to the maximum value of the distribution.

2. Characterization of the distribution of monthly earnings of employees at local level

Figure 2. Median monthly earnings of employees, Portugal, NUTS 3 and municipality, 2021

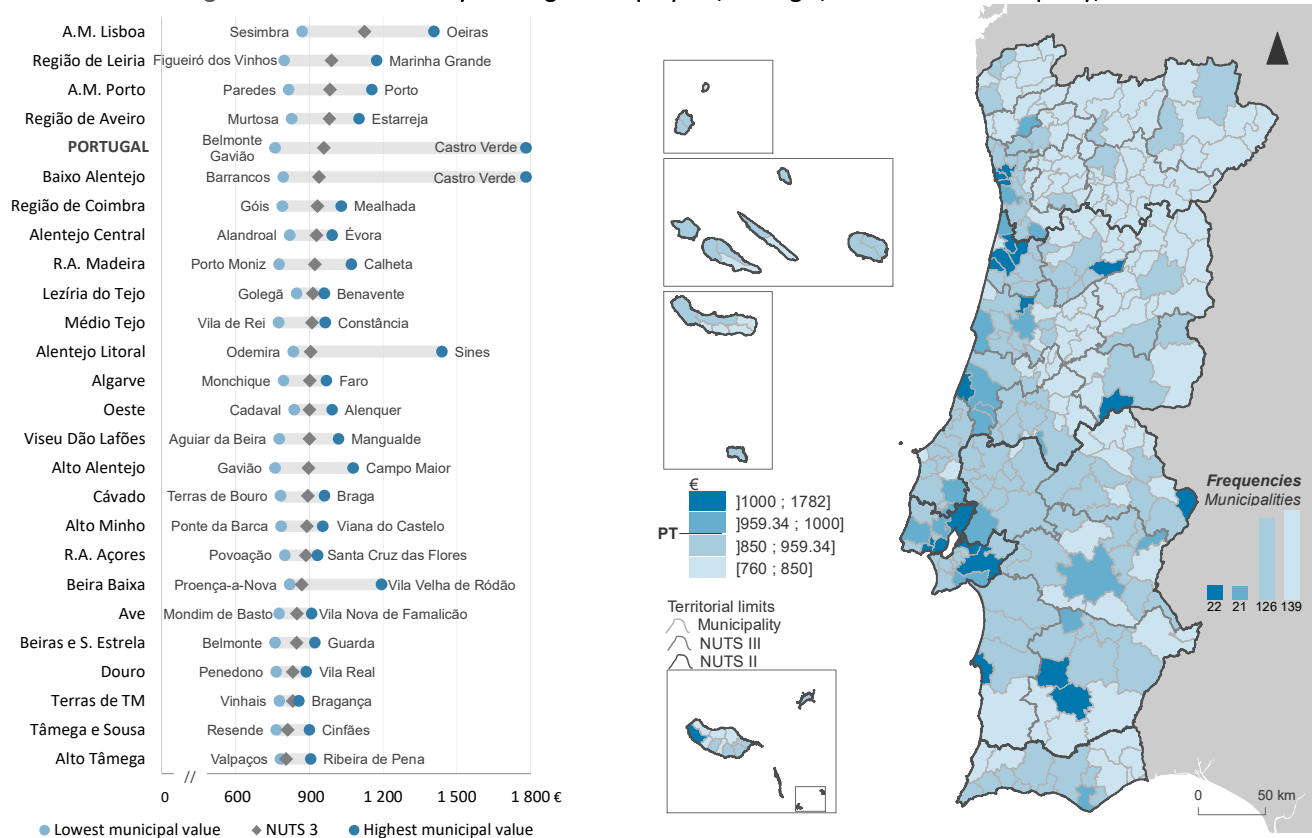


Figure 3. Median, 1st and 3rd quartiles of employees' monthly earnings, Portugal and NUTS 3, 2021

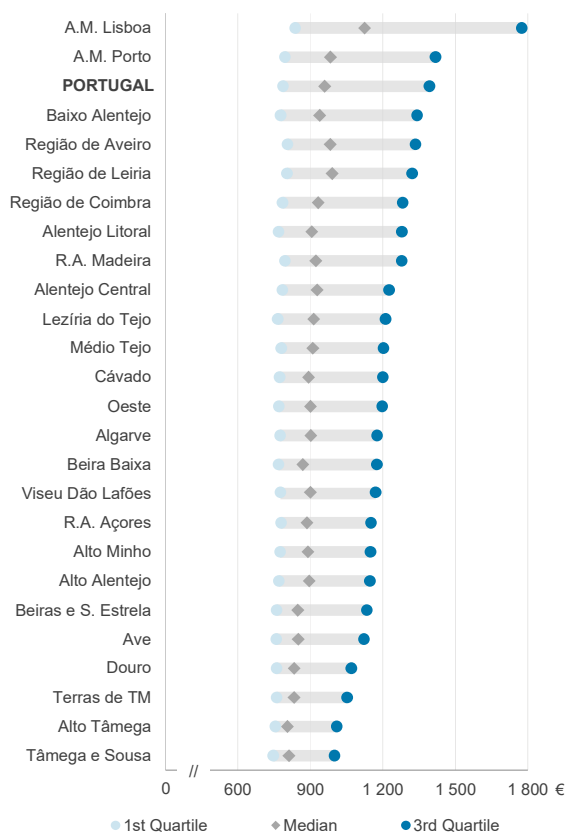
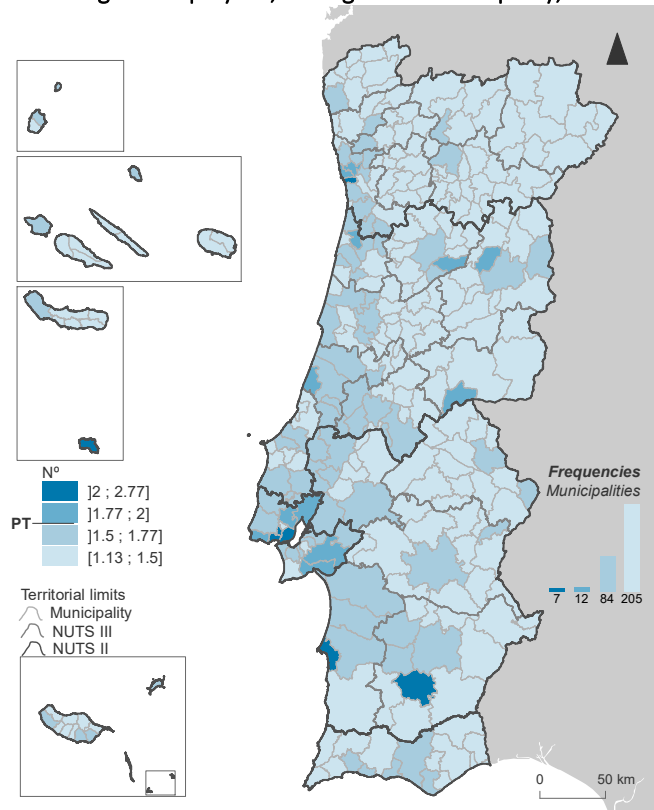
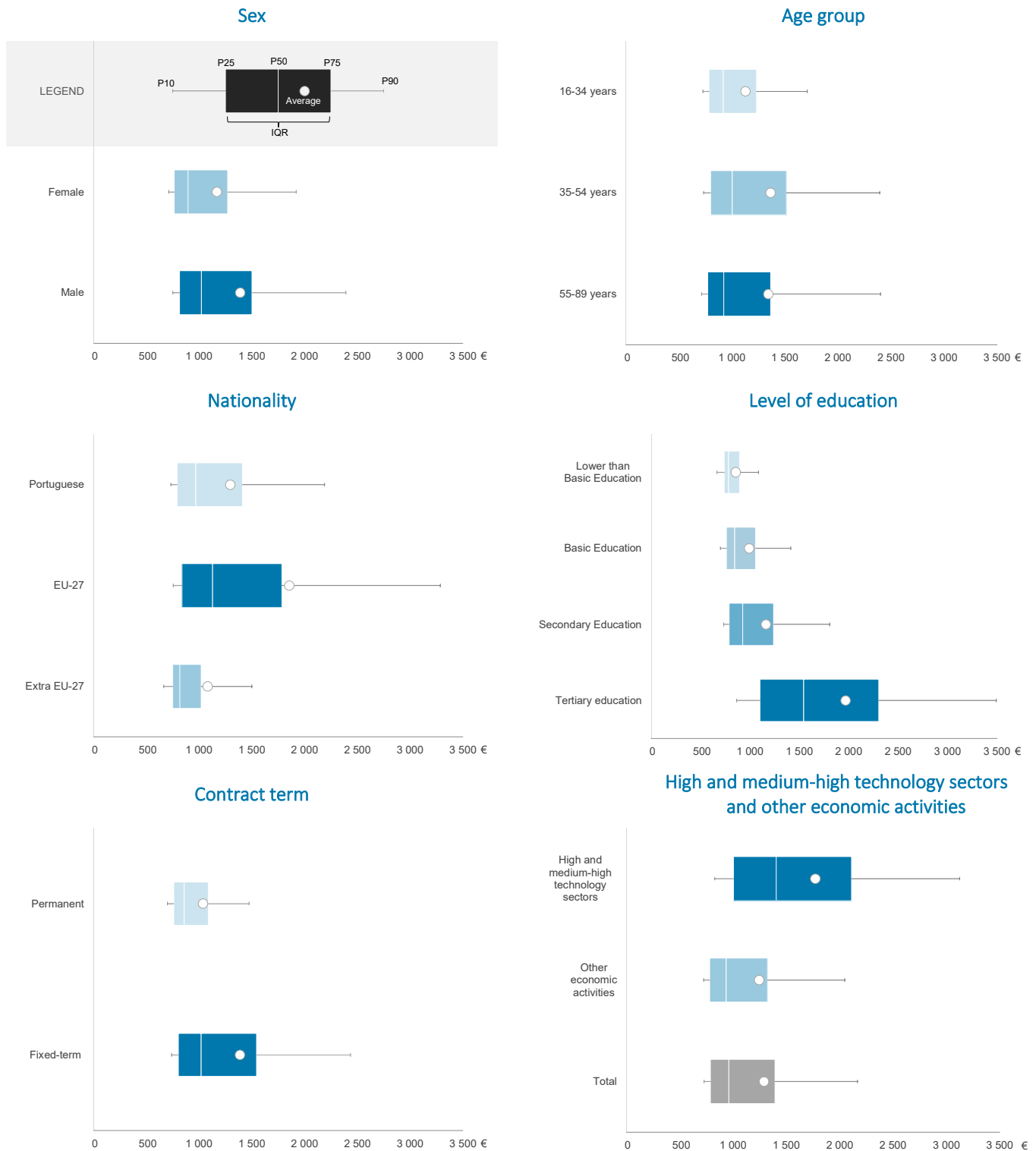


Figure 4. Ratio between the 3rd and 1st quartile of monthly earnings of employees, Portugal and municipality, 2021



3. Monthly earnings and sociodemographic characteristics of employees and work contracts

Figure 5. Average, median and 10th, 25th (1st quartile), 75th (3rd quartile) and 90th percentiles of monthly earnings of employees, Portugal, 2021



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Figure 6. Median monthly earnings of employees by sex, Portugal and NUTS 3, 2021

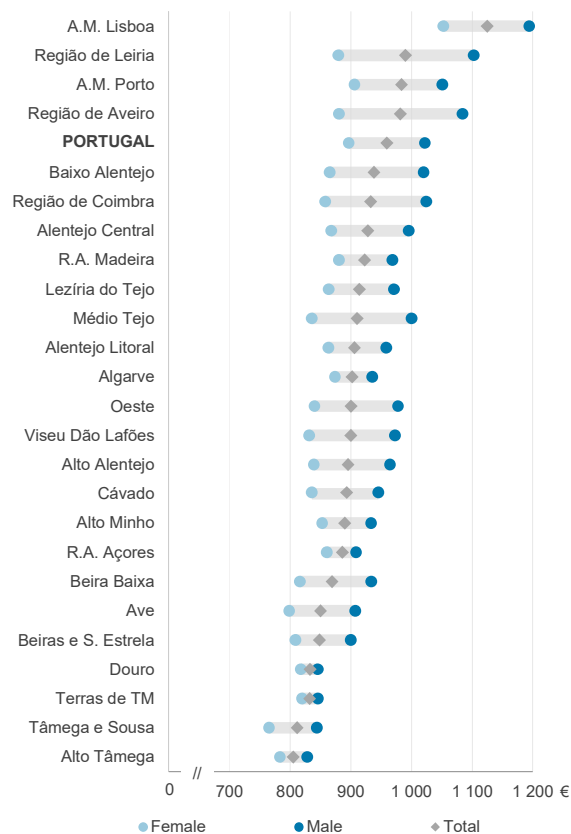


Figure 7. Median monthly earnings of female employees, Portugal and municipality, 2021

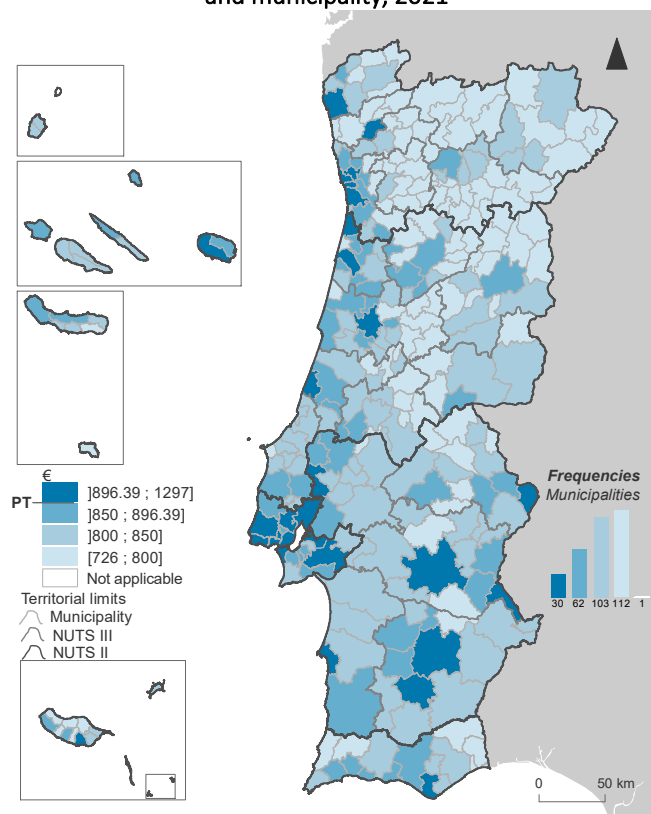


Figure 8. Median monthly earnings of employees by age group, Portugal and NUTS 3, 2021

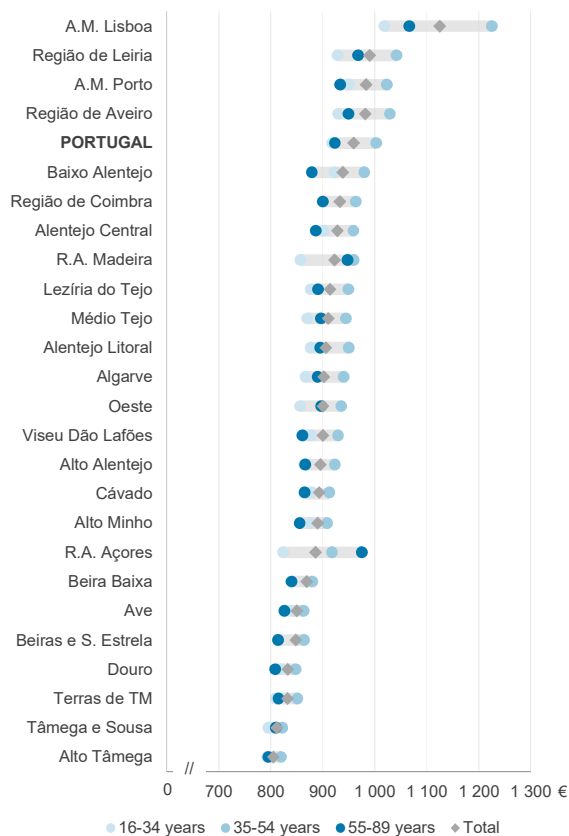


Figure 9. Median monthly earnings of employees aged 16 to 34, Portugal and municipality, 2021

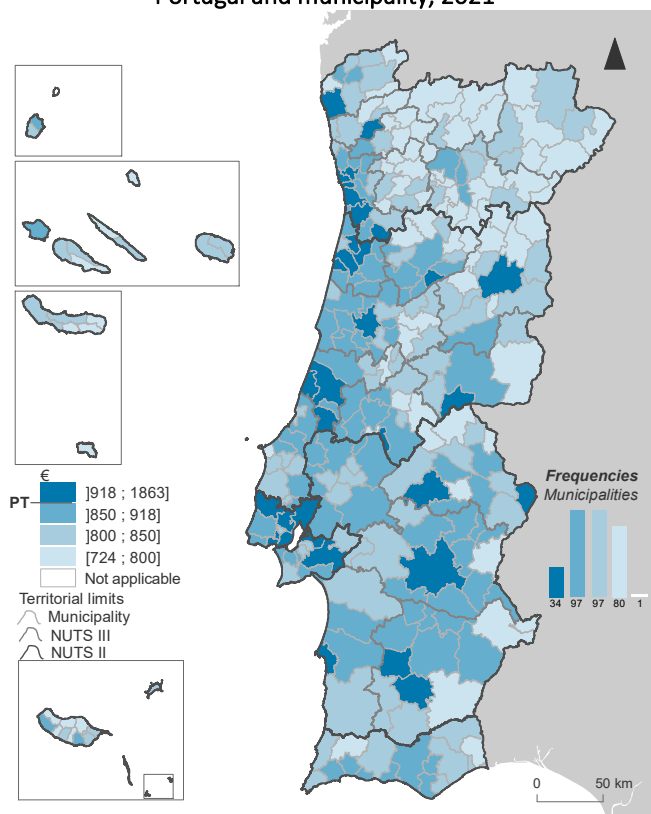


Figure 10. Median monthly earnings of employees by nationality, Portugal and NUTS 3, 2021

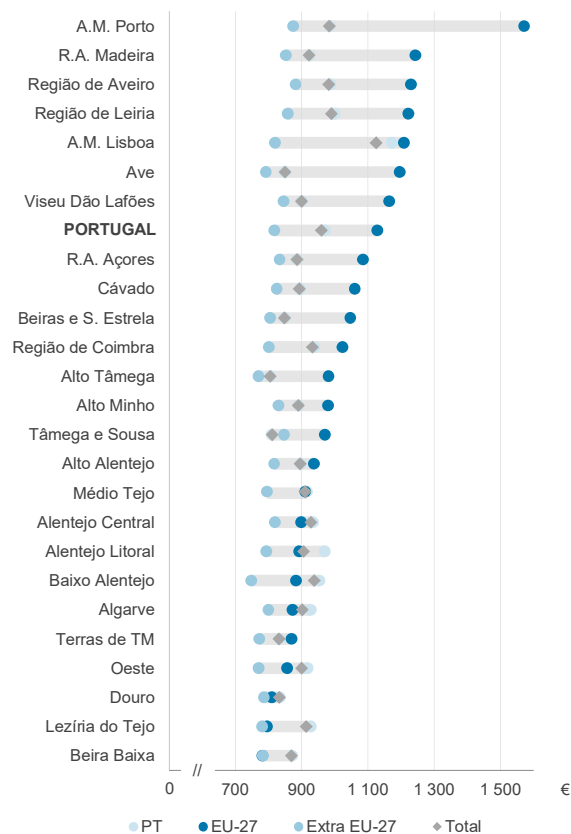


Figure 11. Median monthly earnings of employees with Extra EU-27 nationality, Portugal and NUTS 3, 2021

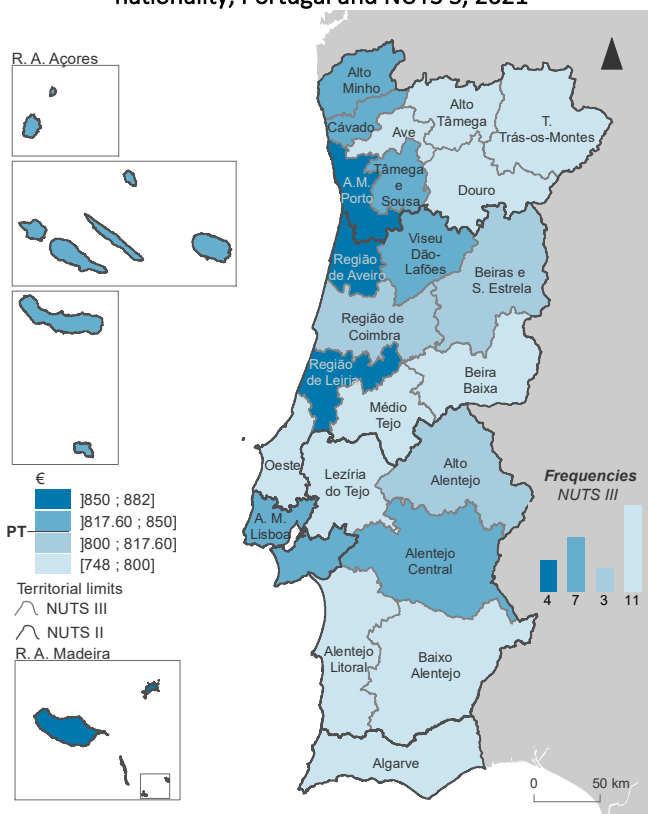


Figure 12. Median monthly earnings of employees by level of education, Portugal and NUTS 3, 2021

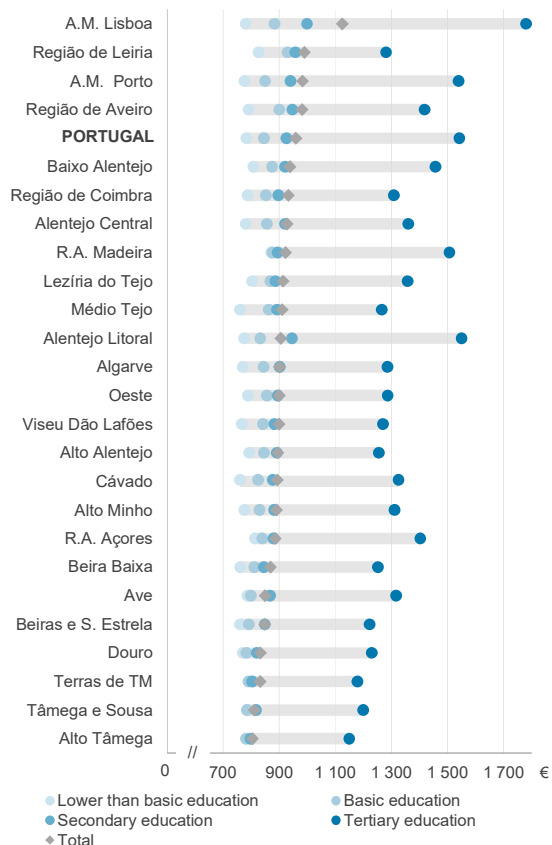


Figure 13. Median monthly earnings of employees with tertiary education, Portugal and municipality, 2021

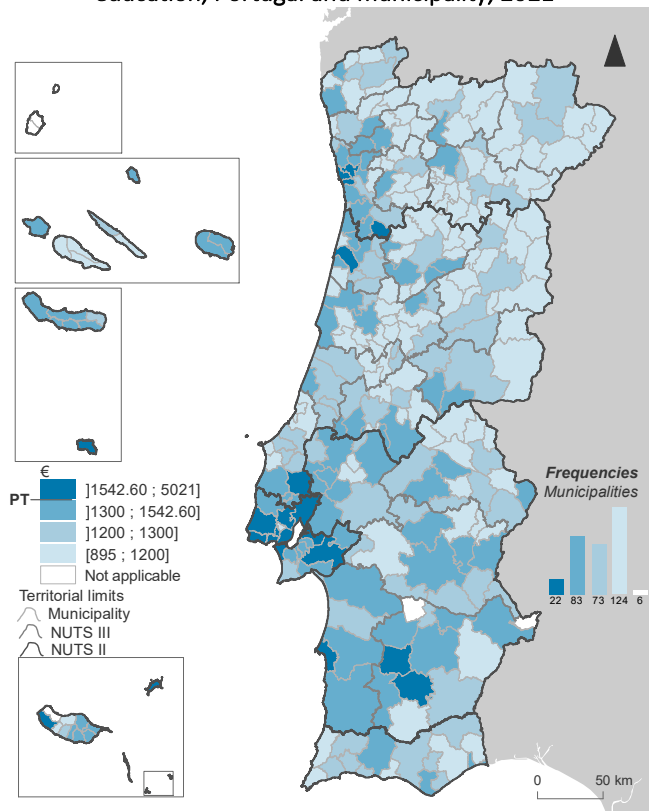


Figure 14. Median monthly earnings of employees by contract term, Portugal and NUTS 3, 2021

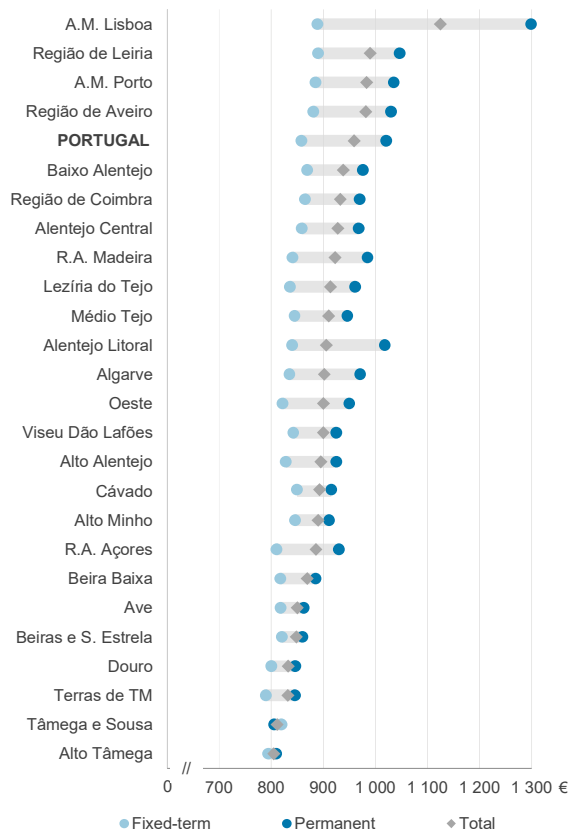


Figure 15. Median monthly earnings of employees with a fixed-term contract, Portugal and NUTS 3, 2021

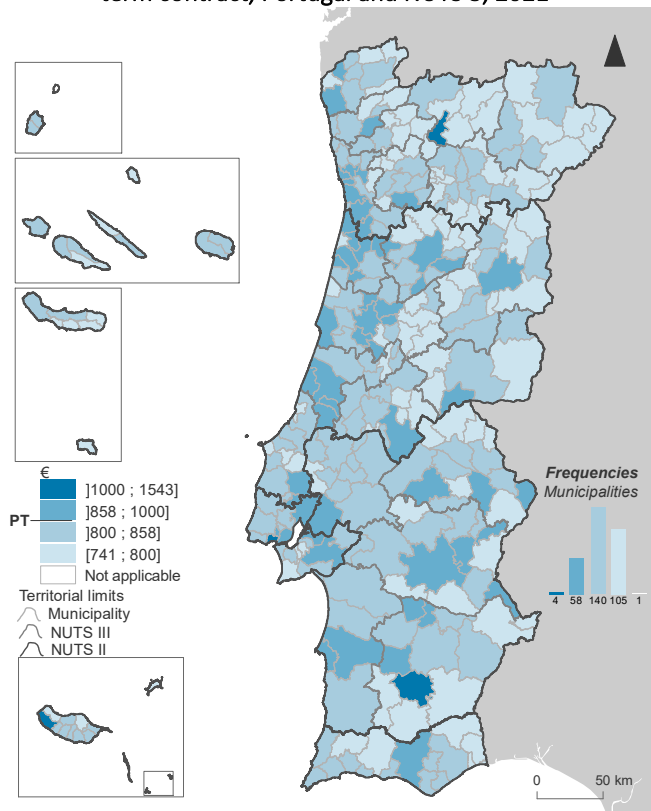


Figure 16. Median monthly earnings of employees in high and medium-high technology sectors and other economic activities, Portugal and NUTS 3, 2021

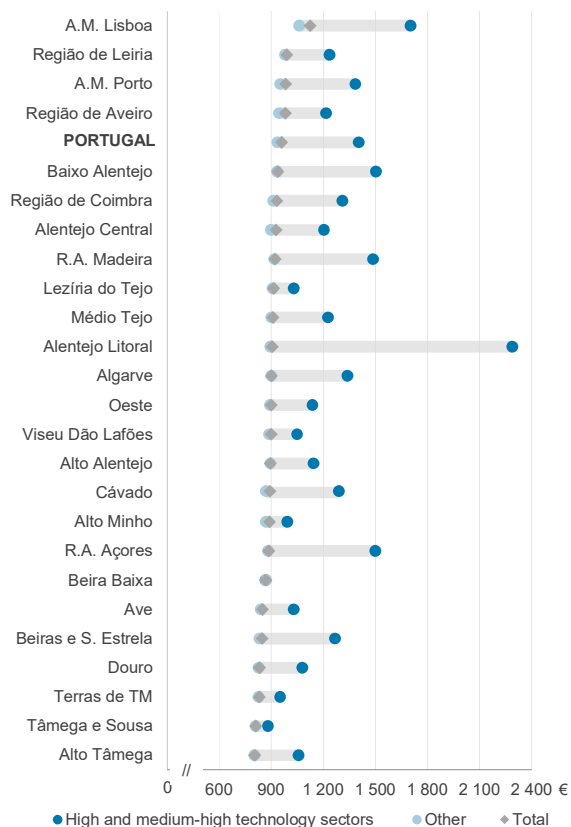
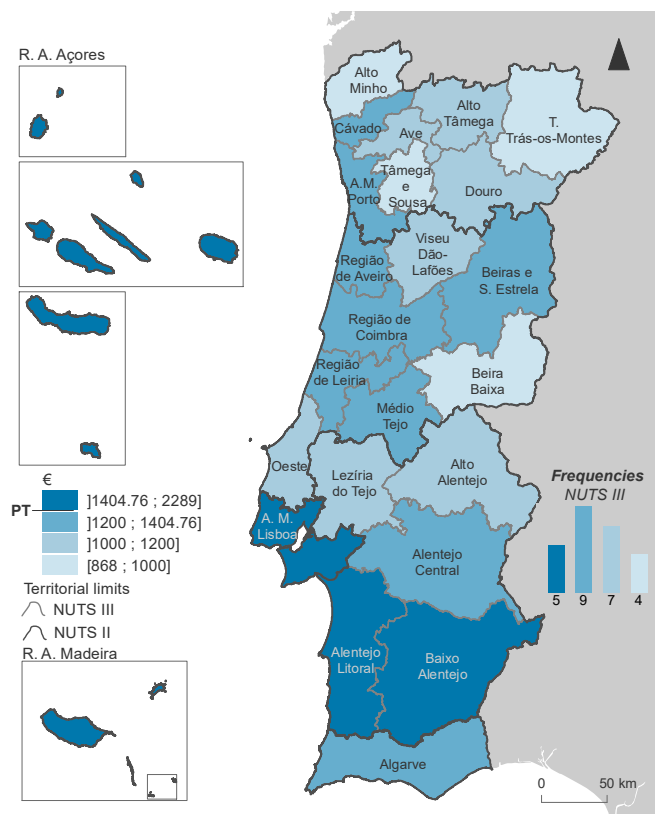


Figure 17. Median monthly earnings of employees in high and medium-high technology sectors, Portugal and NUTS 3, 2021



TECHNICAL NOTE

The statistical operation [Lists of Personnel](#) (Annex A of the Single Report), carried out by the Office for Strategy and Planning (GEP) of the Ministry of Labour, Solidarity and Social Security (MTSSS), is a census-type operation with national coverage (Mainland Portugal and the Autonomous Regions) and with the reference period corresponding to the month of October of each year.

This statistical operation results from an administrative use of the legal norms that establish the compulsory delivery of the lists of personnel to all entities with workers in their service. Exceptions to this reporting obligation are central, regional, and local government and public institutes (only applicable to employees under individual employment contracts) and employers of domestic service workers.

The data presented in this press release refers to full-time employees with full remuneration and the geographical disaggregation presented refers to the place of work, i.e., the referencing of the information is based on the establishment/local unit of work.

For the results presented, is considered a minimum of 33 observations for each stratum.

USED METRICS

Median: Value that divides the ordered set of data into two equal parts.

Percentile: Values that divide the ordered set of data into 10 equal parts.

Quartile: Values that divide the ordered set of data into 4 parts.

Interquartile range: Measure of dispersion that corresponds to the difference between the value of the 3rd quartile and the 1st quartile.

CONCEPTS

Hours usually worked: The most common working schedule even if not worked in the reference period. Includes overtime, as long as it is takes place on a regular basis.

Local unit: An enterprise or part thereof (e.g., a workshop, factory, warehouse, office, mine, or depot) situated in a geographically identified place. At or from this place economic activity is carried out for which ' save for certain exceptions ' one or more persons work (even if only part-time) for one and the same enterprise.

Earning: Regular net amount in cash or in kind paid to the worker over a given reference period, by virtue of time spent working or work supplied during normal and extra working hours. Includes payment of hours paid but not worked (holidays, bank holidays and other paid absences from work).

High and Medium-high technology sectors: The High and Medium-high technology sectors correspond to high-technology manufacturing industries, to medium-high technology manufacturing industries and to high-technology knowledge-intensive services:

The high-technology manufacturing industries include enterprises classified in divisions 21 (Manufacture of basic pharmaceutical products and pharmaceutical preparations), 26 (Manufacture of computer, communication equipment, electronic and optical products) and group 303 (Manufacture of air and spacecraft and related machinery) of NACE Rev.2.

The medium-high technology manufacturing industries include enterprises classified in divisions 20 (Manufacture of chemicals, chemical products and man-made fibres, except pharmaceutical products), 27 (Manufacture of electrical equipment), 28 (Manufacture of machinery and equipment) and 29 (Manufacture of motor vehicles, trailers, semi-trailers and parts and accessories for motor vehicles) and groups 254 (Manufacture of weapons and ammunition), 302 (Manufacture of railway locomotives and rolling stock), 304 (Manufacture of military fighting vehicles), 309 (Manufacture of transport equipment) and 325 (Manufacture of medical and dental instruments and supplies) of NACE Rev.2.

The high-technology knowledge-intensive services include enterprises classified in divisions 59 (Motion picture, video and television programme production, sound recording and music publishing activities), 60 (Radio and television activities), 61 (Telecommunications), 62 (Computer programming, consultancy and related activities), 63 (Information service activities) and 72 (Scientific research and development) of NACE Rev.2.

Note: In this press release, the classification was based on the establishment's main activity.

Employment status: Dependent or independent relationship of an active person in the practice of the profession, according to the economic risks involved and to the nature of his/her control within the enterprise.

Full-time worker: Employed person whose normal hours of work are equal to or more than the normal hours of work prevailing on the enterprise/institution, for the respective professional category or in the respective profession.

Employee with a fixed-term contract: A person tied to a company or institution by a written contract with a fixed term with a mention of its justification: a) established duration: when the written contract expressly indicates the duration of the contract and its expiry date; b) indeterminate duration: when the employment contract lasts as long as necessary to replace an absent employee or until the completion of an activity, task or work whose performance justifies the contract.

Employee with a permanent work contract: An individual bound to the enterprise/institution by means of a permanent work contract or a work contract with undetermined duration.

Employee: Person who carries out an activity under the authority and direction of another under the terms of an employment contract, whether or not subject to written form, which entitles him/her to a remuneration that does not depend on the results of the economic unit for which he/she works.

Methodological Document – Lists of Personnel