STATS lab

Gross monthly earnings per employee

(Social Security and *Caixa Geral de Aposentações* – Data analysed by Statistics Portugal)

December 2020   *Table 2b was revised without impact on the analysis (16h30)*

Gross monthly earnings per employee increased by 3.5% in the quarter ended in December 2020, to €1,473

The gross monthly earnings per employee (per job) increased by 3.5% in the quarter ended in December 2020 (4th quarter), compared to the same period of 2019, to €1,473. The gross regular monthly earnings increased by 3.4% and the base earnings increased by 3.5%, which reached €1,078 and €1,012, respectively. Taking into account that the change of the Consumer Price Index during the period under analysis was negative (minus 0.2%), the real relative changes of those gross monthly earnings were 3.7%, 3.6% and 3.7%, respectively. These data concern nearly 4.1 million of employees, corresponding to the Social Security's beneficiaries and the subscribers of *Caixa Geral de Aposentações*.

In 2020, the gross monthly earnings per employee increased by 2.9%, to €1,314, the regular component increased 3.3%, to €1,073, and the base earnings increased 3.4%, to €1,007. The changes in real terms were identical to the nominal changes.

1. Introduction

Following the work that Statistics Portugal has been doing with the statistical use of data from the Monthly Statement of Earnings (DMR – *Declaração Mensal de Remunerações*) sent by enterprises[1] to the Social Security and the Contributive Relation (RC – *Relação Contributiva*) of *Caixa Geral de Aposentações* (CGA),[2] that represents an universe of 4.1 million of employees (per job), in this Press Release we publish the gross monthly earnings per employee, total, regular and base, by economic activity, by number of employees and by institutional sector[3], up to the quarter ended in December 2020.

---

[1] Also includes foundations, institutes and other organisms, being public, private or from the social sector.

[2] CGA is the Portuguese public servants retirement and survivor pensions funds. Up to 2005, all employees in the Public Administrations made their social contribution to CGA. Since the end of 2005, all new employees in the public sector were integrated in the general public Social Security, as an employee in the private sector.

[3] The sector of Public Administrations (PA), as defined in the National Accounts, using as reference the list of entities that belong to the Public Administrations – S13 – and the private sector (total of economy excluding the PA).

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

2. Gross monthly earnings per employee and components

In December 2020[4], the gross monthly earnings per employee increased by 3.5% (Figure 1[5]), from €1,423 in December 2019 to €1,473 in December 2020. This change is 0.2 percentage points (pp) lower than the one observed in September 2020.

In 2020, the gross monthly earnings per employee increased 2.9% compared to the year before. In 2019, the annual increased had been 2.8%.

The regular gross monthly earnings per employee, which exclude, among other earnings components, the Christmas and Holidays allowances and, thus, have a less seasonal behaviour[6], showed a relative change of 3.4%, from €1,042 in December 2019 to €1,078 in December 2020. This component has also registered a lower change compared to September 2020 (down 0.7 pp).

The annual average of the regular gross monthly earnings per employee increased 3.3% in 2020 (2.6% in 2019).

The base gross monthly earnings per employee, which only includes the base earnings, decreased by 3.5%, from €978 in December 2019 to €1,012 in December

2020. This change was lower than the one observed in September 2020 (down 0.6 pp).

The annual average of the base gross monthly earnings per employee increased 3.4% in 2020 (2.5% in 2019).

Figure 1: Year-on-year change of gross monthly earnings per employee (total and regular)
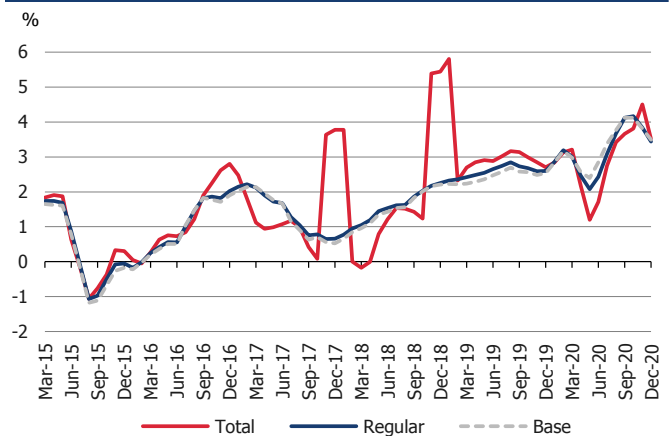
In real terms, that is, taking into account the inflation measured by the change of the Consumer Price Index (CPI) that was negative (minus 0.2%) in the 4th quarter of 2020, the gross earnings (total, regular and base) registered a year-on-year real increase of 3.7%, 3.6%, and 3.7% (Figures 2, 3 and 4).

Figure 2: Year-on-year change of total gross monthly earnings per employee (nominal and real)

---

[4] The monthly data analysed in this Press Release refer to moving quarters ended in the reference month. The months of March, June, September and December corresponds to, respectively, to the 1st, 2nd, 3rd and 4th quarters of each year. Unless otherwise stated, the rates of change correspond to year-on-year ones (compared to the same moving quarter of the previous year). The year-on-year change series of the indicators under analysis are shown in the tables in the Annex.

[5] The significant fluctuations registered in the end of 2017 and 2018 were due the changes in the payment of the Christmas allowances in the public sector (50% in November 2017, 100% in November 2018), whereas in the previous years they were paid in one-twelfth over the year.

[6] For a more detail description of the earnings components included in the total and in the regular gross monthly earnings, see the Technical note.

Figure 3: Year-on-year change of regular gross monthly earnings per employee (nominal and real)
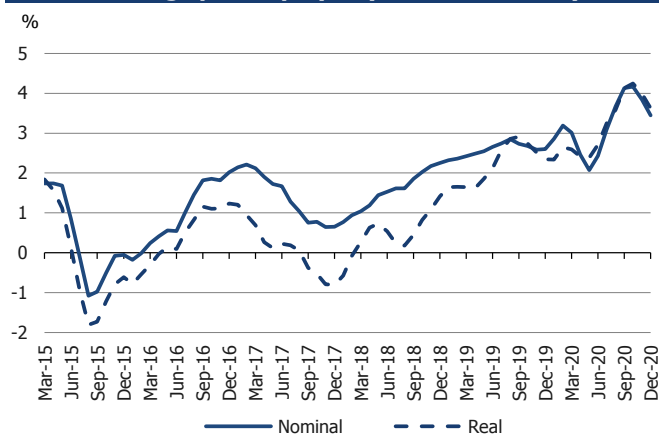
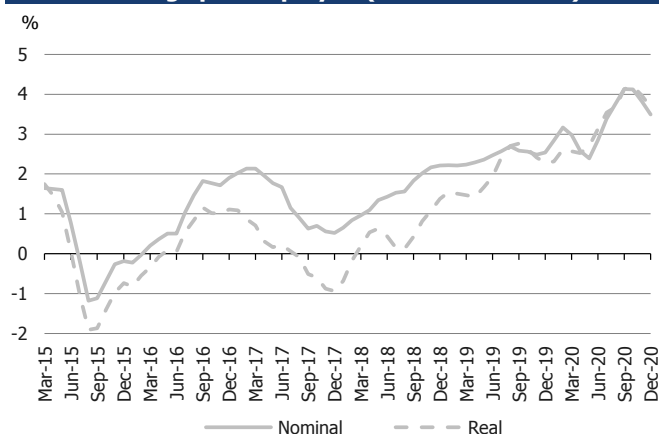**Figure 4: Year-on-year change of base gross monthly earnings per employee (nominal and real)**

In 2020, the gross monthly earnings per employee stood at €1,314[7], having increased by 2.9% in nominal and real terms (2.8% and 2.5% in 2019). In the same period, the regular gross monthly earnings were €1,073, corresponding to a nominal and real increase of 3.3% (2.6% and 2.3% in 2019). Also in 2020, the base gross earnings had a nominal and real increase of 3.4%, to €1,009 (2.5% and 2.1% in 2019). In 2020, the CPI had a null change (0.3% in 2019).

3. Gross earnings by economic activity[8]

In December 2020, the total earnings ranged from €869, in the activities of *Agriculture, farming of animals, hunting and forestry* (section A), to €3,430, in the activities of *Electricity, gas, steam and air conditioning supply* (D) (Table 2 of the Annex).

In turn, the regular earnings ranged from €676, in the activities if *Agriculture, farming of animals, hunting and forestry* (A), to €2,518, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

Regarding the base earnings, it range from €654, in the activities if *Agriculture, farming of animals, hunting and forestry* (A), to €2,344, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

Compared to the same period of 2019, the major increases in total earnings were observed in *Arts, entertainment, sports and recreation activities* (R, 8.7%), followed by *Administrative and support service activities* (N; 6.4%). On the other hand, the lowest increases were observed in the activities of *Electricity, gas, steam and air conditioning supply* (D, 0.1%) and in activities of *Public administration and defence; compulsory social security* (O, 0.4%) (Figure 5).

---

[7] Total of gross earnings in the year divided by the number of months worked, (a full year of work means the totality of earnings received in that year to be divided by 12).

[8] The economic activity designations can be found in Table 2 of the Annex.

Figure 5: Year-on-year change of total gross monthly earnings per employee by economic activity (NACE-Rev. 2) in December 2020

quarrying (B), in *Human health and social work activities* (Q) and *Activities of extraterritorial organisations and bodies* (U), all three by 0.4% (Figure 7).

Figure 6: Year-on-year change of regular gross monthly earnings per employee by economic activity (NACE-Rev. 2) in December 2020
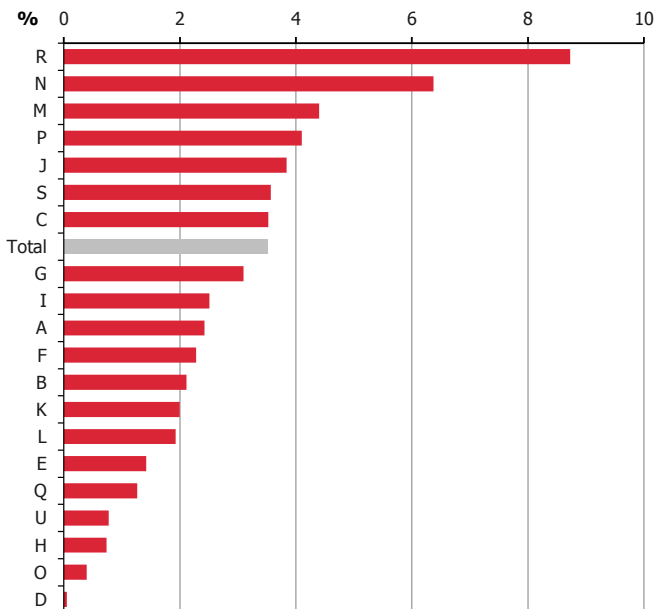
The larger increases of the regular earnings were observed in the *Administrative and support service activities* (N; 6.7%), in *Consultancy, scientific and technical activities* (M, 4.3%), in activities of *Education* (P; 4.2%) and in the *Arts, entertainment, sports and recreation activities* (R; 4.1%). The lower increases were registered in the activities of *Public administration and defence; compulsory social security* (O, 0.1%), in Human health and social work activities (Q) and *Activities of extraterritorial organisations and bodies* (U), both by 0.3%) (Figure 6).

Regarding the base earnings, the activities with larger year-on-year increases were the *Administrative and support service activities* (N; 6.9%), the *Arts, entertainment, sports and recreation activities* (R; 5.3%). On the other hand, the activities of *Electricity, gas, steam, cold and hot water and cold air* (D) registered a slight decrease of 0.2%). The lowest increases were observed in the activities of *Mining and*

In 2020, the gross monthly earnings was higher in the activities of *Electricity, gas, steam and air conditioning supply* (D; €3,061) and in the *Financial and insurance activities* (K; €2,555), having increased 0.7% and 1.8%, respectively, compared to 2019. In turn, the gross monthly earnings were the lowest in the activities of *Agriculture, farming of animals, hunting and forestry* (A; €814) and in the *Accommodation and food service activities* (I; €830), having increased 1.9% and 0.7%, respectively, compared to 2019.

Figure 7: Year-on-year change of base gross monthly earnings per employee by economic activity (NACE-Rev. 2) in December 2020

4. Gross earnings by enterprise size
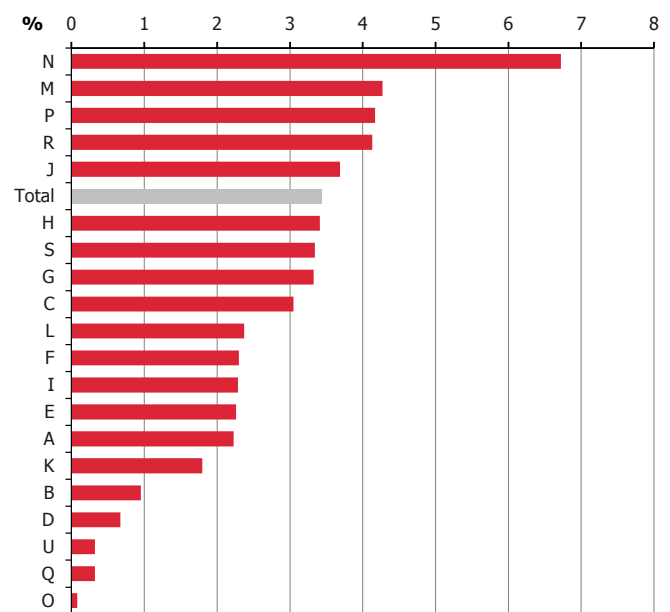
In December 2020, the total gross monthly earnings per employee ranged from €914, in enterprises with 1 to 4 employees, to €1,855, in enterprises with 250 to 499 employees (Table 3 of the Annex).

Regarding the regular and the base earnings, the larger and smaller monthly earnings were observed in the size class of 1 to 4 employees (€739 and €729, respectively) and in the size class of 250 to 499 employees (€1,330 and €1,249, respectively).

Regarding to the same period of the last year (December 2019), the larger changes were observed in enterprises of 5 to 9 employees and of 1 to 4 employees (both by 4.3%) (Figure 8). In turn, the lower year-on-year change was observed in the size class of 500 and more employees (2.7%).

Figure 8: Year-on-year change of total gross monthly earnings per employee by employment size class in September 2020
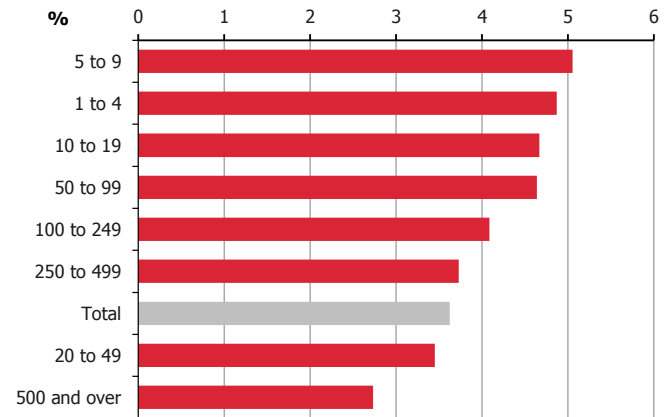
As of the regular and base earnings, the larger year-on-year changes were observed in enterprises of 250 to 499 employees (4.1% and 4.3%, respectively) and of 1 to 4 employees (4.0% and 3.9%) (Figures 9 and 10). The smaller year-on-year changes of regular gross earnings were observed in enterprises of 500 employees and over (2.8%) and of 20 to 49 employees (3.1%). Regarding the base gross earnings, the lowest increases were observed in enterprises of 20 to 49 employees (3.7%) and of 10 to 19 employees (3.3%).

Figure 8: Year-on-year change of total gross monthly earnings per employee by employment size class in December 2020

Figure 9: Year-on-year change of regular gross monthly earnings per employee by employment size class in December 2020

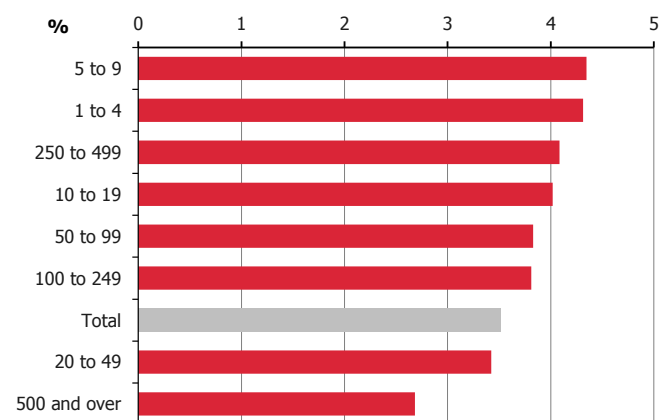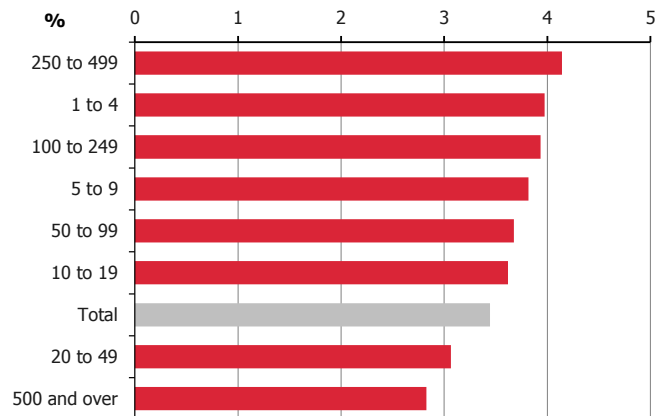**Figure 10: Year-on-year change of base gross monthly earnings per employee by employment size class in December 2020**
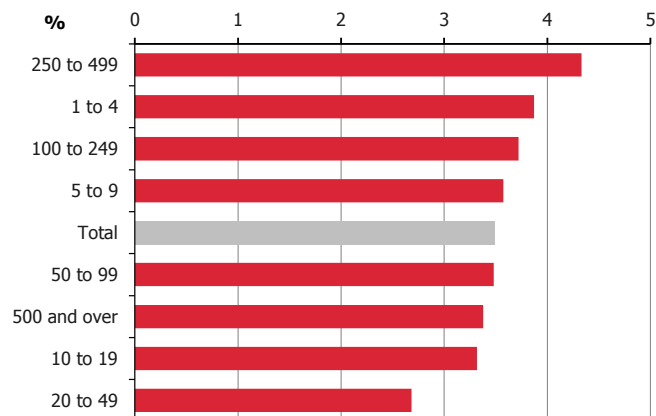
In 2020, the gross monthly earnings range from €836 in enterprises of 1 to 4 employees, to €1,631 in enterprises of 250 to 499 employees (Figure 8). In enterprises with 500 and over employees, the gross monthly earnings were slightly lower: €1,609. The gross monthly earnings in enterprises of 50 to 99 employees (€1,297) were the closest to the total economy (€1,314).

5. Gross earnings by institutional sector

Using, as reference, the institutional sector of Public Administration (S13) used by National Accounts[9], it is observed a year-on-year increase of 1.1%, from €2,100 in December 2019 to €2,214 in December 2020. The regular component increased, from the same period of the last year, 1.0%, to €1,552 (€1,537 in December 2019). The base earnings had a larger increase, of 1.6%, from €1,446 to €1,470 in December 2020 (Figures 11 and 12).

In the private sector, the total earnings recorded a higher year-on-year increase than the public sector (3.7% vs. 1.1%), from €1,286 in December 2019 to €1,334 in December 2020. The regular component also observed a higher increase in the private sector (3.7% vs. 1.0%), from €942 to €977, as well as the base earnings (3.5% vs. 1.6%), from €884 to €915. The higher year-on-year change of earnings in the private sector was affected by the decrease of the number of employees with below-average earnings.

The average earnings differences between the public and private sector reflect, among others, differences in the tasks performed and in the employees' qualifications. Thus, it is observed that the employees in the public sector have, on average, a higher educational level[10]: in the public sector, 52.9% of the employees had completed the tertiary education in 2018 (20.1% in the private sector), 25.0% had the upper secondary or post-secondary non-tertiary

---

[9] The universe of entities that compose the institutional sector of the Public Administration is subject to updates twice a year.

[10] Results for2018: from the Directorate-General for Administration and Public Employment (DGAEP), whose coverage is close to the sector of Public Administrations here defined; 2) from the Lists of Personnel (*Quadros de Pessoal*), from Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security.

education (29.9% in private sector) and 22.1% had up to the lower secondary education (50.0% in the private sector).

Figure 11: Gross monthly earnings per employee (total, regular and base) by institutional sector of the economy in December 2020
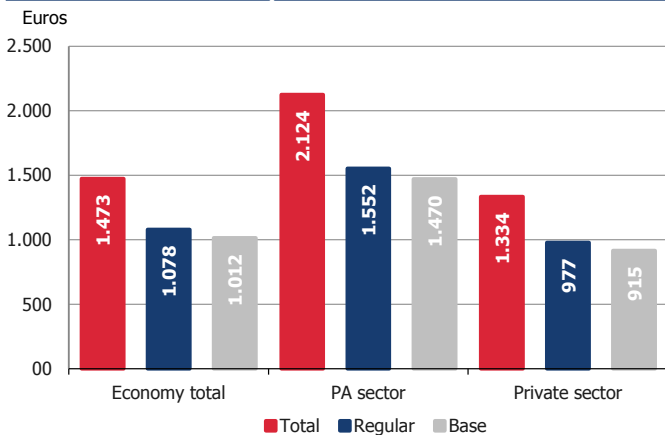
Figure 12: Year-on-year change of regulargross montly earnings per employee by institutional sector of the economy
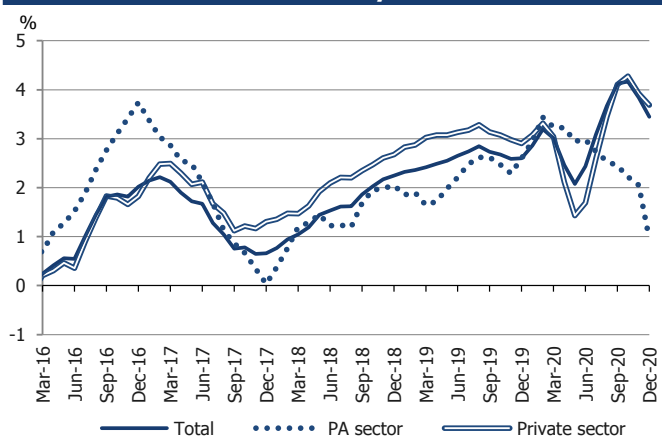
In 2020, the earnings of the private sector registered an increase of 2.7%, to €1,192. This value is higher than the observed, for the same year, for the public sector (it increased by 2.4%, to €1,893).

6. Gross earnings by groups of economic activity according to the market and tradable nature of the goods and services produced

In December 2020, the regular earnings of the sector of mainly tradable goods and services (T; sections A to C) recorded a smaller increase than the total economy (2.8% vs. 3.4%), from €912 in December 2019 to €938 in December 2020 (Figure 13). The sector of mainly non-tradable market goods and services (NTM; sections D to U, excluding O, Q and Q) observed an increase above the total economy (4.4% *vs.* 3.4%), to €1,006 (€964 in December 2019). The sector of mainly non-tradable non-market goods and services (NTNM; sections O, P and Q) observed a lower increase compared to the total economy (1.3% *vs.* 3.4%), from €1,322 to €1,340 in December 2020.

Figure 13: Year-on-year change of the regular gross earnings per employee by groups of economic activity according to the market and tradable nature of the goods and services produced
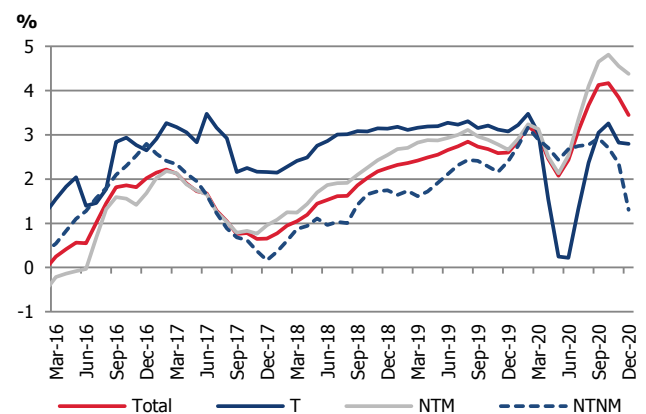
Notes:
T - Sector of mainly tradable goods and services (sections A to C).

NTM - Sector of mainly non-tradable market goods and services (sections D to U, excluding O, Q and Q).

NTNM - Sector of mainly non-tradable non-market goods and services (sections O, P and Q).

7. The COVID-19 pandemic impact on Gross monthly earnings per employee publish in this Press Release

The recent dynamics of the average monthly earnings were significantly influenced by the COVID-19 pandemic and, as a consequence, by the employment protection mechanism, in particular the simplified layoff regime and, in a lesser extent, by the exceptional family support.

In fact, the volume of earnings paid has been affected by the application of the simplified layoff regime up to July 2020, insofar as this implied a reduction in 1/3 of the base earnings (which could not result in earnings lower than a Guarantee Minimum Monthly Wage - GMMW – or more than three GMMW). That volume had also been affected by the general layoff regime, as provided by Labour Law, and by the adoption of other social protection measures *vis-à-vis* COVID-19 that have been implemented in the meantime, including the extraordinary support for the progressive recovery and the incentive to normalization of business activity.

With the information received from the Social Security, it is possible to only distinguish two groups of enterprises: those which have applied for, for at least one month, the simplified layoff or exceptional family support regimes, hereinafter referred to as "layoff enterprises"; and, by difference, the group of enterprises that have never used these regimes, the "non-layoff enterprises".[11] Once these two groups of

enterprises have been identified, their relative behaviour can be evaluated in respect of the monthly earnings per employee before the pandemic.

The two groups of enterprises are, before else, distinguished by their gross base monthly earnings per employee, with employees in the layoff group earning below the total economy average (11.4% in December 2020) and those of non-layoff enterprises earning above average (15.1% in December 2020).

From July onwards, the number of layoff enterprises sharply decreased, covering 26.7% of total enterprises in June, 3.2% in September and only 0.1% in December 2020 (0.3% of total employees). From July to November there is a convergence of year-on-year change of the gross base earning of both groups of enterprises. In November 2020 that change was 3.8% for the total economy, 3.7% for non-layoff enterprises and 3.7% for layoff enterprises. In December 2020, layoff enterprises recorded the same change as the total economy (3.5%) and non-layoff enterprises registered the lowest change since September 2018 (2.5%) (Figure 14).

---

[11] The identification of these two groups of enterprises was made using the information received from Social Security, at the enterprise level, about the contributory scheme due COVID-19 in force in enterprises: simplified layoff regime and the exceptional family support. This information allows the rigorous estimation of the earnings volume for each group of enterprises. However, the information received by Statistics Portugal has no detail at the individual level. Thus, it is only possible, in the computation of the

average earnings per employee in each enterprise, to use the ratio of the earnings volume and the corresponding number of employees at the enterprise, regardless of the enterprise having all or some of its employees in those regimes.

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Figure 14: Year-on-year change of base monthly earnings per employee por economy's total, group of enterprises that used layoff and group of enterprises that never used layoff
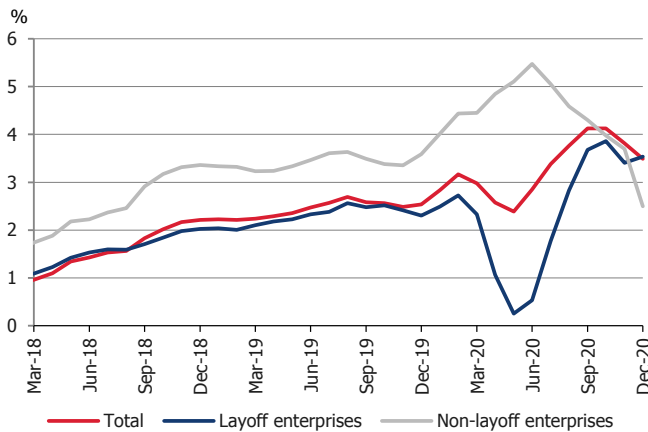
The differences in the evolution of earnings can be explained by the expansion/contraction behaviour of the number of employees of these two groups of enterprises.

The number of employees in non-layoff enterprises was relatively stable between January 2019 and February 2020. In March 2020, the number of employees decreased by 0.5% compared to March 2019. In June 2020, it was observed the largest decreased in the number of employees (down 3.2% compared to the year before). In November and December 2020, the number of employees increased (0.2% and 1.9%), being December's change the highest since the beginning of the time series.

In opposition, layoff enterprises observed increases in the number of employees above 5% up to March 2020. In the quarter ended in May, the number of employees remained unchanged and since then it has declined more and more: down 2.3% in June 2020, down 3.1%

in September and 4.8% in December 2020[12] (Figure 15).

Figure 15: Year-on-year change of the number of employees for economy's total, group of enterprises that used layoff and group of enterprises that never used layoff

---

[12] Provisional estimate.

Table 1a: Number of employees and gross monthly earnings per employee
(total, regular and base)

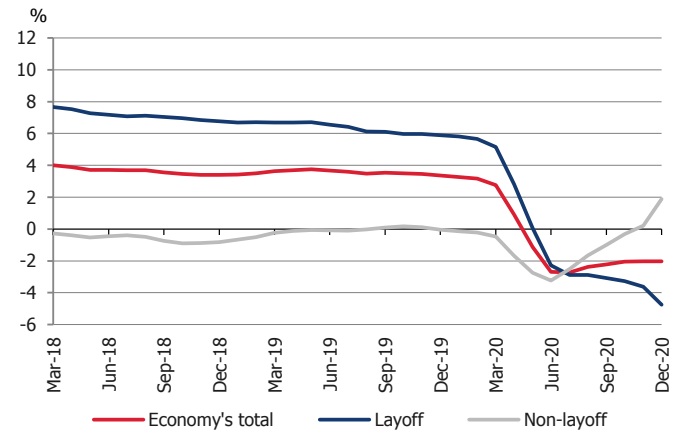| Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020								
December	4,132.3	1,473	1,078	1,012	- 2.0	3.5	3.4	3.5
November	4,134.3	1,402	1,078	1,013	- 2.0	4.5	3.8	3.8
October	4,117.5	1,216	1,083	1,018	- 2.0	3.8	4.2	4.1
September	4,109.8	1,267	1,081	1,017	- 2.2	3.7	4.1	4.1
August	4,097.6	1,405	1,076	1,013	- 2.4	3.4	3.7	3.8
July	4,073.6	1,387	1,070	1,008	- 2.7	2.7	3.1	3.4
June	4,047.2	1,327	1,064	1,003	- 2.7	1.7	2.4	2.8
May	4,077.2	1,185	1,061	1,000	- 1.1	1.2	2.1	2.4
April	4,129.2	1,180	1,064	1,001	0.9	2.2	2.5	2.6
March	4,178.4	1,190	1,067	1,003	2.8	3.2	3.0	3.0
February	4,187.2	1,258	1,063	998	3.2	3.1	3.2	3.2
January	4,204.3	1,439	1,051	987	3.3	2.8	2.9	2.8
2019								
December	4,217.4	1,423	1,042	978	3.4	2.7	2.6	2.5
November	4,220.1	1,342	1,038	976	3.5	2.8	2.6	2.5
October	4,203.7	1,171	1,040	978	3.5	3.0	2.7	2.6
September	4,203.1	1,222	1,038	977	3.5	3.1	2.7	2.6
August	4,197.2	1,359	1,038	976	3.5	3.2	2.8	2.7
July	4,187.6	1,350	1,038	975	3.6	3.0	2.7	2.6
June	4,158.7	1,305	1,038	976	3.7	2.9	2.7	2.5
May	4,124.0	1,171	1,040	977	3.7	2.9	2.5	2.4
April	4,091.8	1,155	1,039	976	3.7	2.9	2.5	2.3
March	4,066.3	1,153	1,036	974	3.6	2.7	2.4	2.2
February	4,058.9	1,219	1,030	968	3.5	2.3	2.4	2.2
January	4,071.1	1,400	1,022	960	3.4	5.8	2.3	2.2
2018								
December	4,080.1	1,385	1,015	954	3.4	5.4	2.2	2.2
November	4,078.6	1,305	1,012	952	3.4	5.4	2.2	2.2
October	4,061.8	1,137	1,012	953	3.5	1.2	2.0	2.0
September	4,059.5	1,185	1,011	952	3.6	1.4	1.9	1.8
August	4,056.1	1,317	1,010	951	3.7	1.5	1.6	1.6
July	4,042.4	1,310	1,010	951	3.7	1.5	1.6	1.5
June	4,011.6	1,268	1,012	952	3.7	1.2	1.5	1.4
May	3,975.2	1,138	1,014	954	3.7	0.8	1.4	1.3
April	3,945.9	1,123	1,014	954	3.9	0.0	1.2	1.1
March	3,924.0	1,123	1,012	953	4.0	- 0.2	1.0	1.0
February	3,921.3	1,192	1,006	947	4.1	0.0	0.9	0.8
January	3,936.1	1,323	998	939	4.2	3.8	0.8	0.7
2017								
December	3,945.9	1,314	993	933	4.3	3.8	0.7	0.5
November	3,944.2	1,238	991	932	4.3	3.6	0.6	0.6
October	3,926.1	1,123	992	934	4.2	0.1	0.8	0.7
September	3,920.0	1,168	992	935	4.3	0.4	0.8	0.6
August	3,911.4	1,297	993	936	4.8	1.0	1.0	0.9
July	3,898.1	1,290	994	936	5.3	1.2	1.3	1.2
June	3,868.0	1,253	996	939	5.6	1.1	1.7	1.7
May	3,833.0	1,129	999	942	5.4	1.0	1.7	1.8
April	3,798.0	1,123	1,002	944	5.2	0.9	1.9	2.0
March	3,772.9	1,125	1,001	944	5.0	1.1	2.1	2.1
February	3,766.0	1,192	997	939	4.8	1.8	2.2	2.1
January	3,776.6	1,275	991	933	4.6	2.5	2.1	2.0

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

Table 2a: Number of employees and gross monthly earnings per employee (total, regular and base) by economic activity (NACE-Rev. 2) in December 2020							
Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
Total	**4,132.3**	**1,473**	**1,078**	**1,012**	**- 2.0**	**3.5**	**3.4**	**3.5**
A - Agriculture, forestry and fishing	90.0	869	676	654	1.1	2.4	2.2	2.0
B - Mining and quarrying	8.8	1,731	1,234	1,023	0.2	2.1	1.0	0.4
C - Manufacturing	671.3	1,348	969	920	- 3.9	3.5	3.0	2.9
D - Electricity, gas, steam and air conditioning supply	11.4	3,430	2,518	2,344	- 2.6	0.1	0.7	- 0.2
E - Water supply; sewerage, waste management and remediation activities	35.9	1,368	982	910	3.3	1.4	2.3	2.0
F - Construction	292.9	1,050	811	778	4.4	2.3	2.3	2.5
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	652.2	1,291	924	876	- 2.1	3.1	3.3	3.5
H - Transportation and storage	173.9	1,775	1,275	1,060	- 2.8	0.7	3.4	1.0
I - Accommodation and food service activities	267.6	940	706	690	- 14.6	2.5	2.3	2.7
J - Information and communication	127.7	2,322	1,702	1,572	4.0	3.8	3.7	3.7
K - Financial and insurance activities	85.6	2,857	2,122	1,707	0.6	2.0	1.8	1.8
L - Real estate activities	45.2	1,220	928	903	- 2.2	1.9	2.4	2.5
M - Professional, scientific and technical activities	185.2	1,687	1,261	1,204	0.1	4.4	4.3	4.2
N - Administrative and support service activities	310.5	975	697	660	- 7.0	6.4	6.7	6.9
O - Public administration and defence; compulsory social security	382.0	1,893	1,393	1,272	0.4	0.4	0.1	1.3
P - Education	276.8	2,245	1,692	1,677	- 1.1	4.1	4.2	4.1
Q - Human health and social work activities	389.8	1,462	1,036	995	2.2	1.3	0.3	0.4
R - Arts, entertainment and recreation	37.9	1,514	1,098	1,044	- 5.3	8.7	4.1	5.3
S - Other service activities	82.2	1,187	897	871	- 5.7	3.6	3.3	3.4
U - Activities of extraterritorial organisations and bodies	1.2	2,238	1,702	1,672	- 0.7	0.8	0.3	0.4

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Table 3a: Number of employees and gross monthly earnings per employee (total, regular and base) by enterprise size in December 2020								
Portugal	**Quarter ended in the month**				**Year-on-year change**			
	Number of employees	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**
	Thousands	**Euro**			**%**			
Total	**4,132.3**	**1,473**	**1,078**	**1,012**	**- 2.0**	**3.5**	**3.4**	**3.5**
From 1 to 4 employees	533.7	914	739	729	- 1.0	4.3	4.0	3.9
From 5 to 9 employees	377.1	1,088	835	815	- 2.9	4.3	3.8	3.6
From 10 to 19 employees	375.9	1,196	900	870	- 2.4	4.0	3.6	3.3
From 20 to 49 employees	491.8	1,316	966	920	- 2.6	3.4	3.1	2.7
From 50 to 99 employees	358.1	1,453	1,050	994	- 1.6	3.8	3.7	3.5
From 100 to 249 employees	517.1	1,719	1,245	1,179	- 3.9	3.8	3.9	3.7
From 250 to 499 employees	334.3	1,855	1,330	1,249	- 3.1	4.1	4.1	4.3
500 employees and over	1,144.2	1,802	1,282	1,158	- 0.8	2.7	2.8	3.4

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Table 4a: Number of employees and gross monthly earnings per employee in public sector (total, regular and base)							
Portugal	**Quarter ended in the month**				**Year-on-year change**			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020								
December	725.7	2,124	1,552	1,470	2.6	1.1	1.0	1.6
November	718.4	2,137	1,563	1,477	1.9	2.2	2.0	2.6
October	710.7	1,662	1,576	1,488	2.1	2.4	2.2	2.6
September	708.1	1,675	1,580	1,491	2.1	2.5	2.4	2.8
August	712.4	2,160	1,571	1,483	2.2	2.5	2.5	2.9
July	713.6	2,147	1,568	1,480	1.8	2.7	2.7	3.2
June	712.6	2,136	1,564	1,478	1.5	3.0	3.0	3.6
May	709.1	1,643	1,566	1,480	1.5	3.0	2.9	3.5
April	709.8	1,636	1,563	1,475	1.6	3.3	3.2	3.7
March	710.4	1,629	1,559	1,471	1.9	3.3	3.2	3.7
February	708.4	1,634	1,559	1,470	1.6	3.5	3.4	3.8
January	709.5	2,105	1,544	1,455	1.4	2.9	3.0	3.3
2019								
December	707.6	2,100	1,537	1,446	1.1	2.8	2.6	2.8
November	704.8	2,091	1,531	1,440	1.2	2.6	2.3	2.4
October	696.4	1,623	1,542	1,450	1.0	2.8	2.5	2.5
September	693.4	1,635	1,542	1,450	0.8	2.9	2.6	2.6
August	697.3	2,108	1,533	1,440	0.7	3.0	2.6	2.6
July	700.6	2,090	1,526	1,434	0.9	3.0	2.5	2.4
June	702.0	2,073	1,519	1,427	1.1	2.8	2.2	2.1
May	698.6	1,594	1,521	1,429	1.1	2.7	2.0	1.8
April	698.3	1,583	1,514	1,422	1.1	2.4	1.7	1.6
March	697.3	1,576	1,510	1,419	1.0	2.3	1.6	1.5
February	697.5	1,579	1,507	1,416	0.9	1.3	1.9	1.8
January	700.0	2,046	1,500	1,408	0.9	13.4	1.9	1.8
2018								
December	700.0	2,043	1,498	1,407	0.8	12.4	2.0	2.1
November	696.2	2,038	1,497	1,406	0.7	12.5	2.0	2.0
October	689.6	1,579	1,504	1,414	0.4	- 0.9	2.0	1.9
September	688.2	1,588	1,503	1,413	0.4	- 1.2	1.7	1.6
August	692.6	2,046	1,493	1,404	0.5	- 1.1	1.2	1.0
July	694.5	2,029	1,489	1,400	0.3	- 1.3	1.2	1.0
June	694.3	2,017	1,486	1,398	0.3	- 1.2	1.2	1.0
May	690.7	1,553	1,492	1,403	0.2	- 1.7	1.5	1.3
April	690.4	1,546	1,488	1,400	0.4	- 1.8	1.3	1.2
March	690.1	1,541	1,485	1,398	0.5	- 2.0	1.2	1.1
February	691.6	1,559	1,479	1,391	0.8	- 2.4	0.8	0.6
January	693.8	1,804	1,473	1,384	1.1	11.3	0.4	0.1
2017								
December	694.7	1,818	1,468	1,379	1.3	10.8	0.0	- 0.3
November	691.4	1,812	1,468	1,378	1.3	11.0	0.3	0.1
October	686.7	1,594	1,476	1,387	1.3	- 2.4	0.7	0.5
September	685.3	1,608	1,478	1,391	1.4	- 1.7	0.9	0.6
August	689.3	2,069	1,476	1,390	1.5	- 0.6	1.1	0.9
July	692.2	2,057	1,471	1,386	1.5	- 0.4	1.7	1.5
June	691.9	2,042	1,468	1,384	1.4	- 0.5	2.1	2.1
May	689.1	1,580	1,470	1,386	1.0	- 1.1	2.5	2.5
April	687.4	1,575	1,469	1,384	0.7	- 1.2	2.6	2.6
March	686.8	1,573	1,468	1,383	0.5	- 0.9	2.9	2.8
February	686.4	1,596	1,468	1,383	0.8	0.5	3.0	3.0
January	686.4	1,621	1,467	1,382	1.1	2.0	3.4	3.4

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

	Table 5a: Number of employees and gross monthly earnings per employee in private sector (total, regular and base)							
Portugal	**Quarter ended in the month**				**Year-on-year change**			
	Number of employees	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**
	Thousands	**Euro**			**%**			
2020								
December	3,406.5	1,334	977	915	- 2.9	3.7	3.7	3.5
November	3,415.9	1,248	976	916	- 2.8	4.7	3.9	3.7
October	3,406.8	1,123	980	920	- 2.9	3.8	4.3	4.1
September	3,401.7	1,182	977	918	- 3.1	3.6	4.1	4.0
August	3,385.2	1,246	972	914	- 3.3	3.0	3.4	3.4
July	3,360.0	1,226	964	908	- 3.6	2.0	2.6	2.8
June	3,334.5	1,155	957	902	- 3.5	0.5	1.7	2.0
May	3,368.1	1,089	955	899	- 1.7	0.4	1.4	1.7
April	3,419.4	1,086	961	903	0.8	1.7	2.1	2.1
March	3,468.0	1,100	967	908	2.9	3.3	3.0	2.9
February	3,478.8	1,181	962	902	3.5	3.2	3.3	3.2
January	3,494.8	1,304	951	892	3.7	3.1	3.1	2.9
2019								
December	3,509.8	1,286	942	884	3.8	3.0	2.9	2.7
November	3,515.3	1,192	940	883	3.9	3.3	3.0	2.8
October	3,507.2	1,082	940	884	4.0	3.3	3.1	2.9
September	3,509.7	1,140	939	883	4.1	3.4	3.1	2.9
August	3,499.9	1,209	940	884	4.1	3.7	3.3	3.1
July	3,487.0	1,201	940	883	4.2	3.4	3.2	3.0
June	3,456.7	1,149	941	884	4.2	3.4	3.1	2.9
May	3,425.4	1,085	941	885	4.3	3.2	3.1	2.9
April	3,393.5	1,067	941	884	4.2	3.3	3.1	2.9
March	3,369.0	1,065	938	882	4.2	3.1	3.0	2.8
February	3,361.4	1,145	931	875	4.1	2.9	2.9	2.7
January	3,371.1	1,265	922	867	4.0	3.7	2.8	2.7
2018								
December	3,380.1	1,249	915	860	4.0	3.6	2.7	2.6
November	3,382.4	1,154	912	859	4.0	3.4	2.6	2.6
October	3,372.2	1,047	912	859	4.1	2.3	2.5	2.5
September	3,371.3	1,102	910	858	4.2	2.6	2.3	2.3
August	3,363.6	1,167	910	857	4.4	3.1	2.2	2.2
July	3,347.9	1,161	911	858	4.4	3.2	2.2	2.2
June	3,317.3	1,112	912	859	4.4	2.8	2.1	2.0
May	3,284.5	1,051	913	860	4.5	2.0	1.9	1.8
April	3,255.5	1,033	913	860	4.7	1.0	1.6	1.5
March	3,233.9	1,034	911	858	4.8	0.8	1.5	1.4
February	3,229.7	1,113	905	852	4.9	1.1	1.5	1.4
January	3,242.3	1,220	897	844	4.9	1.8	1.4	1.3
2017								
December	3,251.1	1,206	892	838	5.0	2.0	1.3	1.2
November	3,252.7	1,116	889	837	4.9	1.6	1.2	1.2
October	3,239.5	1,024	890	838	4.8	1.3	1.2	1.2
September	3,234.7	1,075	889	838	4.9	1.4	1.1	1.0
August	3,222.1	1,132	890	839	5.5	2.3	1.5	1.4
July	3,205.9	1,125	891	839	6.2	2.6	1.7	1.6
June	3,176.1	1,081	893	842	6.5	2.6	2.1	2.1
May	3,144.0	1,030	896	844	6.4	2.3	2.1	2.1
April	3,110.6	1,023	898	847	6.2	2.3	2.3	2.4
March	3,086.1	1,025	898	846	6.0	2.4	2.5	2.5
February	3,079.6	1,101	892	840	5.7	2.7	2.5	2.4
January	3,090.2	1,198	885	833	5.4	2.9	2.2	2.0

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

	Quarter ended in the month				Year-on-year change			
Portugal	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**
	Thousands	**Euro**			**%**			
2020								
December	770.1	1,297	938	890	- 3.0	3.2	2.8	2.6
November	772.0	1,183	939	891	- 3.2	4.2	2.8	2.6
October	772.1	1,107	944	897	- 3.1	2.8	3.3	3.0
September	773.8	1,191	941	895	- 3.0	2.5	3.0	2.8
August	774.7	1,240	937	892	- 2.8	1.8	2.4	2.3
July	773.1	1,191	927	885	- 2.9	1.2	1.3	1.5
June	768.7	1,089	918	876	- 3.3	- 0.3	0.2	0.6
May	771.4	1,035	915	873	- 2.5	- 0.4	0.2	0.5
April	775.2	1,035	925	881	- 1.7	1.2	1.5	1.5
March	779.8	1,045	935	889	- 0.7	3.3	3.0	2.8
February	788.6	1,159	930	883	0.4	3.6	3.5	3.2
January	792.0	1,262	919	873	0.8	3.5	3.2	2.9
2019								
December	794.2	1,256	912	867	0.9	3.2	3.1	2.9
November	797.1	1,135	913	869	1.2	3.5	3.1	3.0
October	796.8	1,076	914	871	1.3	3.6	3.2	3.1
September	797.5	1,162	913	871	1.5	3.6	3.2	3.0
August	797.4	1,218	915	872	1.6	3.8	3.3	3.2
July	796.2	1,177	915	871	1.8	3.4	3.2	3.1
June	794.6	1,093	916	872	1.9	3.4	3.3	3.2
May	791.4	1,039	913	869	2.1	3.2	3.2	3.1
April	788.3	1,022	911	867	2.4	3.3	3.2	3.1
March	785.3	1,011	907	864	2.4	3.0	3.2	3.1
February	785.2	1,119	898	856	2.6	3.0	3.1	3.0
January	785.9	1,220	890	848	2.6	3.9	3.2	3.2
2018								
December	787.0	1,217	885	843	2.7	3.8	3.1	3.1
November	788.0	1,097	885	844	2.9	3.6	3.1	3.1
October	786.6	1,039	885	845	3.1	2.8	3.1	3.1
September	785.9	1,122	885	845	3.5	3.4	3.1	3.1
August	784.7	1,174	886	845	3.6	4.0	3.0	3.0
July	782.5	1,138	887	845	3.7	3.7	3.0	3.0
June	779.6	1,057	887	845	3.8	3.1	2.9	2.8
May	774.7	1,007	885	843	3.7	2.5	2.8	2.7
April	770.1	990	883	841	3.9	2.3	2.5	2.4
March	766.7	982	879	838	4.2	2.4	2.4	2.3
February	765.7	1,086	871	831	4.4	2.3	2.3	2.1
January	766.3	1,174	863	822	4.6	2.6	2.1	2.0
2017								
December	766.0	1,173	858	817	4.5	2.6	2.2	1.9
November	765.8	1,059	858	818	4.3	2.8	2.2	1.9
October	763.3	1,010	859	820	4.2	2.7	2.2	2.0
September	759.6	1,085	859	820	4.1	2.8	2.2	1.8
August	757.4	1,128	860	820	4.6	3.6	2.9	2.6
July	754.7	1,098	861	820	5.2	4.3	3.2	2.9
June	751.0	1,025	862	822	5.5	4.2	3.5	3.3
May	747.0	982	861	821	5.7	3.3	2.8	2.7
April	741.1	967	861	822	5.5	3.0	3.1	2.9
March	735.6	959	859	820	5.1	3.3	3.2	3.0
February	733.4	1,062	852	813	4.9	3.4	3.3	3.0
January	732.5	1,145	845	806	4.7	3.6	2.9	2.6

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020								
December	2,309.3	1,371	1,006	934	- 2.9	4.1	4.4	4.2
November	2,318.4	1,291	1,003	933	- 3.0	5.0	4.5	4.3
October	2,313.3	1,148	1,005	935	- 3.2	4.2	4.8	4.6
September	2,307.7	1,197	1,003	933	- 3.4	4.0	4.7	4.6
August	2,290.8	1,266	998	930	- 3.9	3.7	4.1	4.1
July	2,268.3	1,254	991	925	- 4.3	2.5	3.3	3.6
June	2,249.4	1,196	985	920	- 4.4	0.8	2.5	2.9
May	2,279.5	1,129	983	917	- 2.1	0.6	2.1	2.4
April	2,300.4	1,126	987	919	- 0.1	2.0	2.5	2.5
March	2,329.5	1,141	990	921	2.2	3.3	3.1	3.0
February	2,363.3	1,211	985	915	4.2	3.0	3.2	3.1
January	2,371.8	1,341	973	905	4.6	2.8	2.9	2.8
2019								
December	2,378.1	1,317	964	896	4.6	2.7	2.7	2.5
November	2,389.1	1,230	960	894	4.7	3.0	2.8	2.6
October	2,389.9	1,102	959	894	4.7	3.1	2.9	2.7
September	2,388.7	1,150	958	893	4.8	3.4	3.0	2.8
August	2,383.6	1,221	959	893	4.8	3.5	3.1	2.9
July	2,370.1	1,224	959	893	4.8	3.3	3.0	2.8
June	2,353.8	1,186	960	894	4.8	3.1	2.9	2.7
May	2,328.5	1,122	962	895	4.8	3.0	2.9	2.6
April	2,302.5	1,104	963	896	4.8	3.1	2.9	2.6
March	2,279.6	1,105	960	894	4.7	2.9	2.8	2.6
February	2,268.4	1,175	954	887	4.6	2.7	2.7	2.5
January	2,268.1	1,305	946	880	4.5	3.7	2.7	2.6
2018								
December	2,272.6	1,282	939	874	4.5	3.6	2.5	2.5
November	2,281.0	1,194	934	871	4.5	3.4	2.4	2.4
October	2,281.7	1,069	932	870	4.5	2.0	2.3	2.3
September	2,279.9	1,113	930	869	4.6	2.2	2.1	2.1
August	2,275.1	1,179	930	868	4.7	2.7	1.9	1.9
July	2,261.8	1,185	931	869	4.7	3.0	1.9	1.9
June	2,245.4	1,150	933	870	4.9	2.8	1.9	1.8
May	2,221.9	1,089	935	872	5.0	1.9	1.7	1.6
April	2,196.8	1,071	936	873	5.2	0.7	1.4	1.4
March	2,177.5	1,074	934	871	5.3	0.3	1.2	1.2
February	2,169.3	1,145	929	865	5.4	0.7	1.2	1.2
January	2,170.3	1,257	921	858	5.5	1.7	1.1	1.1
2017								
December	2,175.5	1,237	915	852	5.5	1.8	1.0	1.0
November	2,183.8	1,155	912	850	5.5	1.3	0.8	0.9
October	2,183.3	1,048	912	851	5.4	0.7	0.8	0.9
September	2,180.0	1,089	911	851	5.5	1.0	0.8	0.8
August	2,173.9	1,148	912	852	5.9	1.9	1.0	1.0
July	2,159.3	1,151	914	852	6.3	2.1	1.3	1.2
June	2,141.0	1,119	916	855	6.7	2.1	1.7	1.7
May	2,116.1	1,068	920	858	6.9	1.8	1.7	1.9
April	2,089.1	1,064	922	861	6.7	1.7	1.9	2.1
March	2,067.2	1,070	922	861	6.4	1.9	2.1	2.3
February	2,058.7	1,137	917	855	6.2	2.4	2.2	2.1
January	2,058.0	1,236	911	849	5.9	2.7	2.0	1.9

Table 7a: Number of employees and gross monthly earnings per employee in the sector of mainly non-tradable market goods and services (NTM)
(total, regular and base)

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Table 8a: Number of employees and gross monthly earnings per employee in the sector of mainly non-tradable non-market goods and services (NTNM)
(total, regular and base)

Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020								
December	1,048.6	1,826	1,340	1,276	1.9	1.7	1.3	1.8
November	1,039.7	1,814	1,349	1,284	1.4	2.9	2.4	2.7
October	1,027.9	1,452	1,362	1,296	0.7	3.1	2.7	3.0
September	1,024.1	1,481	1,365	1,297	1.0	3.1	2.9	3.2
August	1,027.9	1,841	1,356	1,289	1.2	2.8	2.8	3.0
July	1,028.1	1,827	1,351	1,285	1.1	2.9	2.7	3.1
June	1,025.0	1,796	1,347	1,282	0.6	3.0	2.7	3.1
May	1,022.1	1,422	1,346	1,282	0.4	2.8	2.4	2.9
April	1,024.0	1,413	1,345	1,279	1.1	2.9	2.7	3.0
March	1,026.0	1,410	1,344	1,278	1.5	3.0	2.9	3.2
February	1,028.8	1,439	1,343	1,276	1.9	3.1	3.2	3.4
January	1,031.0	1,800	1,329	1,262	2.1	2.7	2.8	3.0
2019								
December	1,029.1	1,795	1,322	1,254	2.2	2.5	2.4	2.5
November	1,025.7	1,763	1,318	1,250	2.3	2.5	2.2	2.2
October	1,020.3	1,408	1,326	1,258	2.3	2.6	2.3	2.3
September	1,014.2	1,437	1,326	1,257	2.2	2.7	2.4	2.4
August	1,015.9	1,791	1,320	1,251	2.2	2.7	2.4	2.4
July	1,016.4	1,776	1,315	1,246	2.2	2.7	2.3	2.2
June	1,018.4	1,743	1,312	1,243	2.3	2.6	2.1	2.0
May	1,017.8	1,384	1,314	1,246	2.4	2.6	1.9	1.8
April	1,013.0	1,373	1,310	1,242	2.4	2.3	1.7	1.6
March	1,011.0	1,369	1,307	1,239	2.4	2.2	1.6	1.4
February	1,009.2	1,396	1,302	1,234	2.1	1.4	1.7	1.6
January	1,010.0	1,753	1,294	1,225	2.0	10.9	1.6	1.6
2018								
December	1,007.3	1,751	1,291	1,223	1.7	10.0	1.7	1.8
November	1,002.9	1,720	1,290	1,222	1.4	10.1	1.7	1.7
October	997.7	1,372	1,297	1,229	1.4	- 0.6	1.7	1.6
September	992.4	1,399	1,295	1,228	1.2	- 0.7	1.4	1.3
August	994.2	1,744	1,288	1,222	1.3	- 0.7	1.0	0.8
July	994.7	1,729	1,285	1,219	1.3	- 0.9	1.0	0.8
June	995.9	1,699	1,285	1,219	1.2	- 1.1	1.0	0.8
May	994.3	1,349	1,290	1,224	1.0	- 1.6	1.1	1.0
April	989.5	1,342	1,288	1,223	0.9	- 1.8	0.9	0.8
March	987.8	1,339	1,286	1,221	0.9	- 1.8	0.9	0.8
February	988.2	1,377	1,280	1,214	1.0	- 1.9	0.6	0.4
January	990.5	1,581	1,273	1,207	1.3	8.8	0.4	0.1
2017								
December	990.4	1,591	1,269	1,202	1.4	8.5	0.2	- 0.1
November	988.6	1,562	1,268	1,202	1.6	8.8	0.4	0.1
October	984.0	1,380	1,276	1,210	1.7	- 1.8	0.6	0.4
September	980.2	1,409	1,277	1,212	1.7	- 1.3	0.7	0.5
August	981.1	1,756	1,276	1,212	1.9	- 0.5	0.9	0.7
July	982.2	1,745	1,272	1,209	2.1	- 0.5	1.2	1.1
June	984.3	1,718	1,272	1,209	2.3	- 0.5	1.6	1.6
May	984.1	1,371	1,275	1,212	2.4	- 0.8	1.9	1.9
April	981.0	1,367	1,276	1,212	2.4	- 0.7	2.1	2.1
March	979.4	1,364	1,275	1,212	2.3	- 0.7	2.3	2.3
February	978.3	1,403	1,272	1,209	2.2	0.4	2.4	2.4
January	978.0	1,453	1,268	1,205	2.2	1.7	2.6	2.5

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Gross monthly earnings per employee – December 2020

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	4,116.9	1,314	1,073	1,009	- 1.1	2.9	3.3	3.4
2019	4,161.3	1,277	1,039	976	3.5	2.8	2.6	2.5
2018	4,018.8	1,241	1,012	953	3.7	2.1	1.7	1.6
2017	3,876.7	1,216	996	938	4.8	1.6	1.3	1.2
2016	3,700.5	1,196	983	926	3.2	1.5	1.2	1.1
2015	3,585.6	1,179	972	916	2.3	0.5	0.4	0.3

Table 1b: Number of employees and gross monthly earnings per employee (total, regular and base)

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

INSTITUTO NACIONAL DE ESTATÍSTICA
STATISTICS PORTUGAL

Table 2b: Number of employees and gross monthly earnings per employee (total, regular and base) by economic activity (NACE-Rev. 2) in 2020							
Portugal	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**	**Annual change**			
					Number of employees	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**
	Thousands	**Euro**			**%**			
Total	**4,116.9**	**1,314**	**1,073**	**1,009**	**- 1.1**	**2.9**	**3.3**	**3.4**
A - Agriculture, forestry and fishing	90.8	814	684	662	3.0	1.9	1.6	1.6
B - Mining and quarrying	8.7	1,571	1,237	1,031	0.4	2.6	2.5	0.6
C - Manufacturing	675.1	1,195	962	916	- 3.0	2.3	2.5	2.5
D - Electricity, gas, steam and air conditioning supply	11.5	3,061	2,528	2,355	- 2.3	0.7	0.7	0.1
E - Water supply; sewerage, waste management and remediation activities	35.3	1,224	986	917	3.1	2.2	2.6	2.5
F - Construction	286.8	968	809	778	4.4	2.3	2.5	2.7
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	648.7	1,158	919	874	- 0.9	2.1	2.7	2.9
H - Transportation and storage	175.1	1,574	1,255	1,055	- 0.5	- 1.4	1.8	0.5
I - Accommodation and food service activities	282.6	830	696	682	- 8.8	0.7	1.3	1.7
J - Information and communication	125.5	2,063	1,677	1,549	6.0	2.8	3.1	3.1
K - Financial and insurance activities	85.1	2,555	2,115	1,704	0.7	1.8	1.8	1.8
L - Real estate activities	45.4	1,088	920	897	1.1	1.5	2.2	2.3
M - Professional, scientific and technical activities	183.7	1,500	1,244	1,190	2.3	3.1	3.2	3.2
N - Administrative and support service activities	303.9	886	692	656	- 8.1	5.5	6.1	6.3
O - Public administration and defence; compulsory social security	375.0	1,684	1,411	1,283	2.4	2.0	2.1	3.1
P - Education	274.7	1,982	1,682	1,668	- 0.9	4.1	4.2	4.2
Q - Human health and social work activities	382.0	1,322	1,048	1,008	2.1	2.4	1.5	1.7
R - Arts, entertainment and recreation	38.4	1,284	1,061	1,012	- 2.5	1.8	2.2	3.2
S - Other service activities	83.2	1,060	893	868	- 3.5	2.2	2.7	2.7
U - Activities of extraterritorial organisations and bodies	1.2	1,994	1,714	1,682	- 0.9	0.4	0.5	0.6

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).
Revised on 11/02/2021 at 16:30.

Gross monthly earnings per employee – December 2020

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
Total	**4,116.9**	**1,314**	**1,073**	**1,009**	**- 1.1**	**2.9**	**3.3**	**3.4**
From 1 to 4 employees	534.5	836	733	725	0.2	4.0	3.8	3.7
From 5 to 9 employees	379.8	982	828	811	- 1.3	3.5	3.4	3.2
From 10 to 19 employees	378.2	1,077	891	864	- 1.0	3.1	3.1	2.9
From 20 to 49 employees	494.1	1,176	958	916	- 1.0	2.1	2.3	2.1
From 50 to 99 employees	356.7	1,297	1,044	991	- 0.6	3.1	3.2	3.2
From 100 to 249 employees	519.9	1,522	1,237	1,173	- 2.0	3.1	3.8	3.6
From 250 to 499 employees	331.3	1,631	1,316	1,240	- 4.1	3.3	3.8	4.1
500 employees and over	1,122.5	1,609	1,289	1,163	- 0.4	2.8	3.3	3.8

Table 3b: Number of employees and gross monthly earnings per employee (total, regular and base) by enterprise size in 2020

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the *Caixa Geral de Aposentações* (CGA).

Table 4b: Number of employees and gross monthly earnings per employee in public sector (total, regular and base)

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	714.2	1,893	1,564	1,477	2.0	2.4	2.4	2.9
2019	700.1	1,848	1,527	1,436	1.0	2.7	2.3	2.3
2018	693.2	1,799	1,493	1,404	0.5	2.1	1.5	1.4
2017	689.7	1,761	1,471	1,384	1.1	1.8	1.5	1.3
2016	682.0	1,729	1,450	1,366	1.3	2.0	2.2	2.3
2015	673.3	1,695	1,419	1,336	- 1.0	1.9	2.2	2.2

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

Table 5b: Number of employees and gross monthly earnings per employee in private sector (total, regular and base)

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	3,402.7	1,192	969	911	- 1.7	2.7	3.1	3.1
2019	3,461.3	1,161	940	883	4.1	3.2	3.0	2.9
2018	3,325.7	1,125	912	859	4.4	2.5	2.2	2.1
2017	3,187.0	1,098	893	841	5.6	2.1	1.7	1.7
2016	3,018.4	1,076	878	827	3.6	1.5	1.1	1.0
2015	2,912.3	1,059	868	819	3.1	0.4	0.2	0.0

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

Table 6b: Number of employees and gross monthly earnings per employee in the sector of mainly tradable goods and services (T) (total, regular and base)

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	774.6	1,155	933	888	- 2.3	2.1	2.3	2.2
2019	792.9	1,131	912	868	1.8	3.3	3.2	3.0
2018	779.1	1,095	884	843	3.6	3.2	2.9	2.8
2017	752.0	1,062	859	820	4.9	3.2	2.7	2.5
2016	717.2	1,029	836	800	3.1	2.5	2.1	1.8
2015	695.6	1,004	819	785	3.0	1.9	1.5	1.3

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

Table 7b: Number of employees and gross monthly earnings per employee in the sector of mainly non-tradable market goods and services (NTM)
(total, regular and base)

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	2,306.3	1,226	996	927	- 1.7	3.0	3.7	3.7
2019	2,346.3	1,191	961	894	4.7	3.0	2.8	2.7
2018	2,240.1	1,156	934	871	4.8	2.3	1.9	1.9
2017	2,136.8	1,130	916	855	6.1	1.7	1.4	1.4
2016	2,014.5	1,111	904	843	4.0	1.3	0.8	0.8
2015	1,937.0	1,097	897	836	3.2	0.0	- 0.2	- 0.3

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

Table 8b: Number of employees and gross monthly earnings per employee in the sector of mainly non-tradable non-market goods and services (NTNM)
(total, regular and base)

Portugal	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Annual change			
					Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2020	1,031.7	1,629	1,349	1,283	1.4	2.6	2.4	2.8
2019	1,017.7	1,587	1,317	1,248	2.3	2.5	2.1	2.1
2018	995.1	1,548	1,289	1,223	1.2	1.8	1.3	1.2
2017	983.4	1,521	1,273	1,209	2.0	1.5	1.2	1.1
2016	964.1	1,498	1,258	1,196	1.7	1.6	1.7	1.6
2015	948.1	1,475	1,237	1,177	0.0	1.2	1.3	1.3

Source: Calculations by Statistics Portugal using the Social Security's Monthly Statement of Earnings (DMR) and the Contibutive Relation of the Caixa Geral de Aposentações (CGA).

TECHNICAL NOTE

The statistics on "Gross monthly earnings per employee" published with this Press Release are the result of the calculations and analysis performed by Statistics Portugal on the information from the Monthly Statement of Earnings (DMR – *Declaração Mensal de Remunerações*) from Social Security (SS), following a protocol celebrated between Statistics Portugal and the *Instituto de Informática, I.P.*, and the Contributive Relation (RC – *Relação Contributiva*) of *Caixa Geral de Aposentações* (CGA). These statistics are stored in the StatsLab area of the Statistics Portugal website, where new statistical resources that give useful information for economic and social analysis are published.

The information received from the DMR includes the sum of earnings reported by enterprises to the SS by "Social Security Contributory Scheme" and "Earnings Components". The information received from the RC includes the sum of earnings of the subscribers of CGA by "Type of earnings". Despite the name differences, both the "Earnings Components" and the "Type of Earnings" refer to the earnings components paid to employees.

The **gross monthly earnings per employee** correspond to the ratio between the sum of the all earnings paid by the enterprises and the total number of employees in those enterprises. Hence, its evolution reflects changes in the amount of earnings paid (for example, the payment of bonuses, holiday allowances or overtime work), but also in the number of employees and its composition, namely in terms of non-observed characteristics in this dataset (part-time versus full-time workers; educational level; occupation; years of experience; hours worked; among others).

In the calculations by **enterprise's economic activity** (NACE-Rev. 2), the records where it was not possible to match the enterprise with its record on the enterprises' economic activity file compiled by Statistics Portugal (FUE – *Ficheiro de Unidades Estatísticas*) were excluded, which corresponds to 0.7% of enterprises and 0.1% of employees in 2019.

Each employee is counted as many times as the **number of jobs** reported to the Social Security and CGA. For example, an employee with two jobs in two different enterprises is counted twice. Therefore, the total number of employees corresponds to the total number of jobs. Besides, in the information from the SS besides employees, ship-owners, teachers that own educational institutions, members of statutory bodies, and domestic workers are also included.

In the figure below, it is shown the percentage distribution of total gross monthly earnings (volume) and the number of employees by economic activity sector (NACE-Rev. 2) in 20.
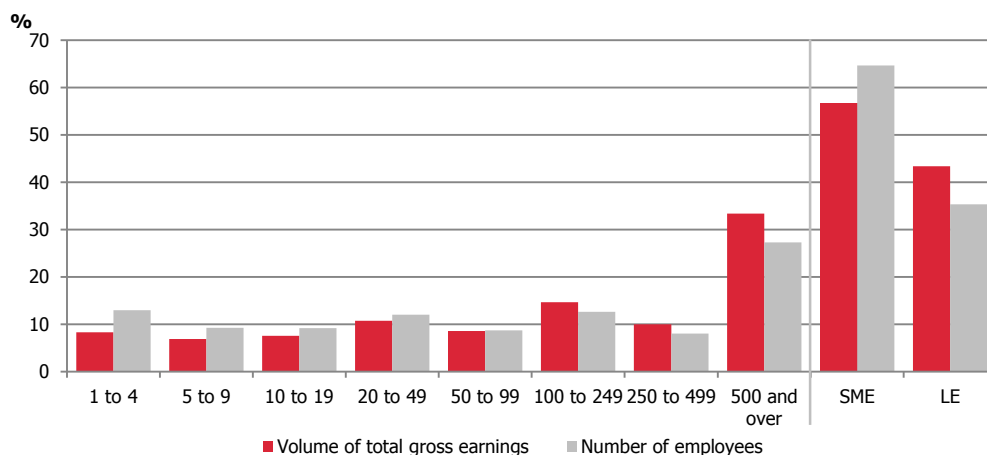

Distribution of the total gross earnings (volume) and the number of employees by economic activity (NACE Rev. 2) in 2020
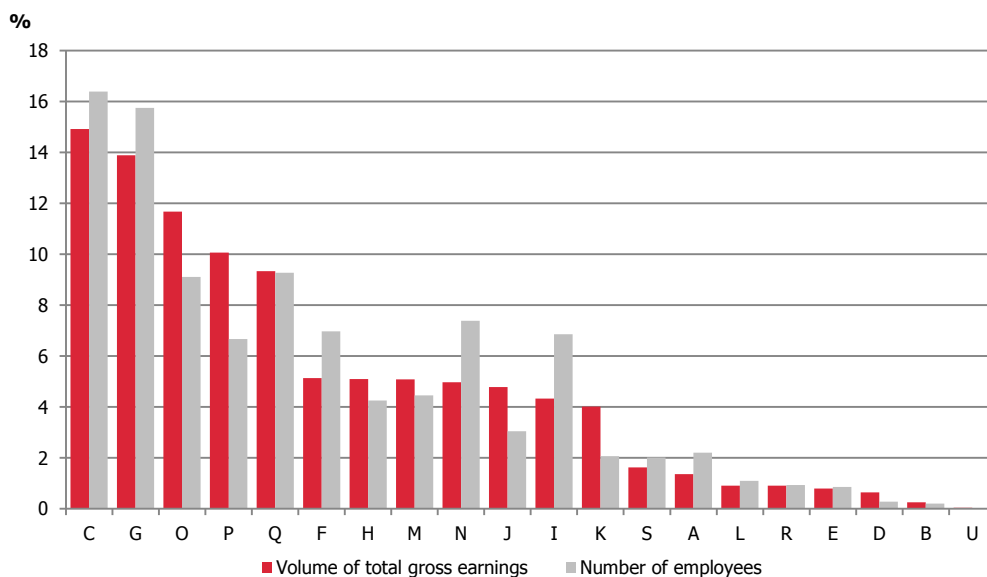
(continues)

Distribution of the total gross earnings (volume) and the number of employees by enterprise size in 2020

Notes:

SME: Small and Medium-size Enterprises (up to 249 emplyees).

LE: Large-size Enterprises (250 employees and over).

Earnings components (SS): correspond to the classification of earnings of Social Security according to its nature, which cover the following:

- Transport and daily allowances
- Bonuses and other monthly benefits
- Commissions
- Compensations owed for termination of the employment contract
- Holiday allowance
- Fees for rendering services due to the accumulation of positions/duties
- Compensation in intermittent employment contracts
- Regular monthly allowances
- Christmas allowance
- Bonuses and other non-monthly benefits
- Base salary
- Meal allowance
- Overtime work
- Night-time work
- Regular non-monthly allowances
- Armed forces
- Variable earnings
- Paid untaken holidays
- Earnings statements corrections
- Temporary work in higher positions
- Promotions

Type of earnings (CGA): correspond to the classification of earnings of *Caixa Geral de Aposentações*, which cover the following:

- Base earnings
- Compensation in intermittent employment contracts
- Seniority payments
- Permanent earnings
- Bonuses and other monthly benefits
- Regular monthly allowances
- Variable earnings
- Transport and daily allowances
- Compensations owed for termination of the employment contract
- Night-time work
- Overtime work
- Meal allowance
- Commissions
- Fees for rendering services due to the accumulation of positions/duties
- Bonuses and other non-monthly benefits
- Holiday allowance
- Paid untaken holidays
- Christmas allowance

Total gross monthly earnings

The total gross monthly earnings correspond to the sum of all gross earnings (before taxes and contributions to the SS or to CGA) paid by enterprises or institutions. It does not include the amounts exempted from tax withheld and contributions to the SS, for example, meal allowances up to €4.77 or €7.63, if paid in cash or meal cards. It includes all components of the variable "Earnings components" of SS and the variable "Type of earnings" of CGA.

Regular gross monthly earnings

The regular gross monthly earnings corresponds to the sum of all gross earnings (before taxes and contributions to the Social Security) paid by enterprises or institutions on a regular and monthly basis. It does not include the amounts exempt from tax withheld and contributions to the SS, for example, meal allowances up to €4.77 or €7.63, if paid in cash or meal cards. It only includes the components "Base salary", "Meal allowance", "Regular monthly allowances" and "Bonuses and other monthly benefits" of the variable "Earnings components" of SS and the components "Base earnings", "Seniority payments"; "Permanent earnings", "Bonuses and other monthly benefits" and ."Meal allowance" of the variable "Type of earnings" of CGA. In 2019, it corresponded to 81.4% of the total gross monthly earnings.

Base gross monthly earnings

The base gross monthly earnings corresponds to the base gross earnings (before taxes and contributions to the Social Security) paid by enterprises or institutions. It only includes the component "Base salary" of the variable "Earnings components" of SS and the component "Base earnings" of the variable "Type of earnings" of CGA. In 2019, it corresponded to 76.5% of the total gross monthly earnings.

(continues)

On year rate of change

The on year (year-on-year) change compares the level of the variable in the current quarter/month with that of the corresponding quarter/month of the previous year. This rate of change, considering a seasonal stable pattern, is not affected by this type of fluctuation, but may, however, be influenced by specific effects in a given quarter/month.

Revisions

The data base of DMR is in continuous updating, always existing some share of non-delivered earnings statements, mainly in the last 4 months. The information received from RC has a definitive character.

The information published with this Press Release that regards the last 3 reference months (moving quarters ended in those months) will be subject to revisions in the next months. These revisions result from the integration of data sent later by some enterprises to the SS. The impact of these revisions, measured by the difference between the estimates now released and the ones published in the Press Release of September of 2020, are the following:

Revision of the estimates of the September 2020 - major indicators -				
	Unit	July 2020	August 2020	September 2020
Number of enterprises	Thousands	0.1	0.5	1.8
Number of employees		-0.7	0.2	13.2
Total gross monthly earnings per employee	Euros	1	1	1
Regular gross monthly earnings per employee		1	0	-1
Base gross monthly earnings per employee		0	0	-2
Number of enterprises (y-o-y)	pp	0.0	0.2	0.4
Number of employees (y-o-y)		0.0	0.0	0.3
Total gross monthly earnings per employee		0.0	0.1	0.1
Regular gross monthly earnings per employee		0.0	0.1	-0.1
Base gross monthly earnings per employee		0.0	0.1	-0.2

Nota: y-o-y - Year-on-year rate of change.

Answers' imputation to reduce the revisions level of the values published for the most recent months

In order to reduce the level of revisions of the values published for the most recent months, the DMR data were imputed in two situations: 1) of enterprises that are systematically late in sending the information; and 2) of enterprises that, also systematically, do substantial corrections the values reported in previous months.

In the first case, the detection process for missing enterprises only targets those with 10 or more employees. An enterprise is considered as missing if there was an answer in month m-1, but not in month m (m being the last reference month).

In the second case, it is considered that an enterprise has made a substantial correction of the values already reported when the correction is worth €10,000 or more. The detection of these enterprises is ensured by a combination of two methods: an *ad hoc* criterion and through the supervised Machine Learning algorithm in the form of the Support Vector Machine (SVM).

A given enterprise meets the *ad hoc* criterion if it meets at least one of two conditions: (i) it has made at least 9 corrections in the past 12 months; or ii) it has made at least 3 corrections in the past 4 months.

(continues)

(continuation)

Answers' imputation to reduce the revisions level of the values published for the most recent months

In order to reduce the level of revisions of the values published for the most recent months, the DMR data were imputed in two situations: 1) of enterprises that are systematically late in sending the information; and 2) of enterprises that, also systematically, do substantial corrections the values reported in previous months.

In the first case, the detection process for missing enterprises only targets those with 10 or more employees. An enterprise is considered as missing if there was an answer in month m-1, but not in month m (m being the last reference month).

In the second case, it is considered that an enterprise has made a substantial correction of the values already reported when the correction is worth €10,000 or more. The detection of enterprises is ensured by a combination of two methods: an *ad hoc* criterion and through the supervised Machine Learning algorithm in the form of the Support Vector Machine (SVM).

A given enterprise meets the *ad hoc* criterion if it meets at least one of two conditions: (i) it has made at least 9 corrections in the past 12 months; or ii) it has made at least 3 corrections in the past 4 months.

The SVM algorithm allows the identification of enterprises that systematically correct information through an optimization process. In this procedure, we use a set of training data (records of enterprises that correct information and of enterprises that do not) to which the SVM algorithm is applied in order to obtain a classification model that maximizes the distinction between the two groups of enterprises, i.e., a model with maximum success rate (accuracy) in identifying enterprises that correct the information submitted previously. Although most enterprises are identified simultaneously by both methods (*ad hoc* and SVM), each allows identifying fringes of enterprises that the other does not. By using both, it is guaranteed that a greater number of enterprises are identified.

Once the enterprises that need imputation of answers are identified, the earnings volume is imputed by enterprise and earnings component. The imputation process is different according to the earnings component. For regular earnings components, such as "Bonuses and other monthly benefits", the "Base salary", the "Meal allowance" and the "Night-time work", the amount reported in the previous month is used. For non-regular components, such as the "Bonuses and other non-monthly benefits", the "Holyday allowance" and the "Christmas allowance", the values of the last year are used multiplied by the year-on-year change of the regular earnings of the previous month. For the remaining earnings components, the median values of the last 12 months are used, provided there are at least 6 observations. Otherwise, the value of the last month is used.

Due to rounding, the totals in tables and figures do not always match the sum of parts.

The present Press Release includes data received on 20 January 2021.

Next Press Release: 13 May 2021.