



11 November 2021
GROSS MONTHLY EARNINGS PER EMPLOYEE
September 2021

GROSS MONTHLY EARNINGS PER EMPLOYEE INCREASED BY 2.6% IN THE QUARTER ENDED IN SEPTEMBER 2021, TO €1,300

The gross monthly earnings per employee (per job) increased by 2.6% in the quarter ended in September 2021 (3rd quarter), compared to the same period of 2020, to €1,300. The gross regular monthly earnings increased by 2.1% and the base earnings increased by 2.2%, which reached €1,104 and €1,039, respectively. In real terms, considering the Consumer Price Index, the relative changes of those gross monthly earnings were 1.1%, 0.6% and 0.7%, respectively. These data concern nearly 4.2 million of employees, from Social Security's beneficiaries and from subscribers of *Caixa Geral de Aposentações*.

Compared to September 2020, the largest increases in gross total earnings were observed in the activities of *Mining and quarrying*, in enterprises of 1 to 4 employees (5.6% in both cases), in the private sector (3.4%) and in low-technology manufacturing (4.3%). The lowest changes in total earnings were observed in the activities of the *Public Administration and Defense; Compulsory Social Security* (-0.3%), in enterprises of 500 or more employees (+0.4%), in the Public Administrations sector (+0.4%) and in less knowledge intensive services (+1.1%).

As released yesterday in the Labour Force Survey of the 3rd quarter of 2021, also the administrative data from the two sources above show an increase in the number of employees compared to the same period of the previous year (of 3.2%; 2.4%, in the number of employees of the Labour Force Survey).



1. Introduction

Since 2019, the INE has been releasing quarterly Press Release, under the StatsLab seal, in the context of the statistical use of information from the "Monthly Statement of Earnings" transmitted by enterprises¹ to Social Security (DMR/SS) and the "Contributive Relation" of the subscribers of *Caixa Geral de Aposentações (RC/CGA)*, which cover a universe of 4.2 million employees (i.e., jobs²). With the maturity of the adopted procedures, we start with this Press Release the released of results as official statistics.

The results presented refer to moving quarters ended in the reference month (for example, the results for September 2021 report to 3rd quarter of 2021), starting the series in March 2014. The last three months of reference are subject to regular revisions, according to the attached Methodological Note, and the analysis focuses on the gross monthly earnings per employee and earnings component (total, regular and base), by economic activity, by enterprise size (measured by the number of employees), by institutional sector³, by market and tradable nature of the goods and services produced and by use of technology and knowledge intensity.

2. Gross monthly earnings per employee and by earnings components

In September 2021, the gross monthly earnings per employee increased by 2.6% (Figure 1), from €1,267 in September 2020 to €1,300 in September 2021. This change is 2.6 percentage points (pp) lower than the one observed in June 2021.

The regular gross monthly earnings per employee exclude, among other earnings components, the Christmas and Holidays allowances and, thus, have a less seasonal behaviour⁴. In September 2021, stood at €1,104 while in September 2020 was €1,081, which corresponds to a rate of change of 2.1%. This change is lower by 2.3 pp compared to June 2021.

The base gross monthly earnings per employee, which only includes the base earnings⁵, increased by 2.2%, from €1,017 in September 2020 to €1,039 in September 2021. This change was lower than the one observed in June 2021 (down 1.8 pp).

¹ For a matter of simplification in writing, in this Press Release we adopted the term "enterprise", although, beyond enterprises, also includes other organizations (foundations, institutes and other organisms, being public, private or from the social sector).

² Each employee is counted as many times as the number of jobs reported to the Social Security and CGA, thus the total of employees corresponds to the total of jobs. For more details, see the Methodological Note annexed.

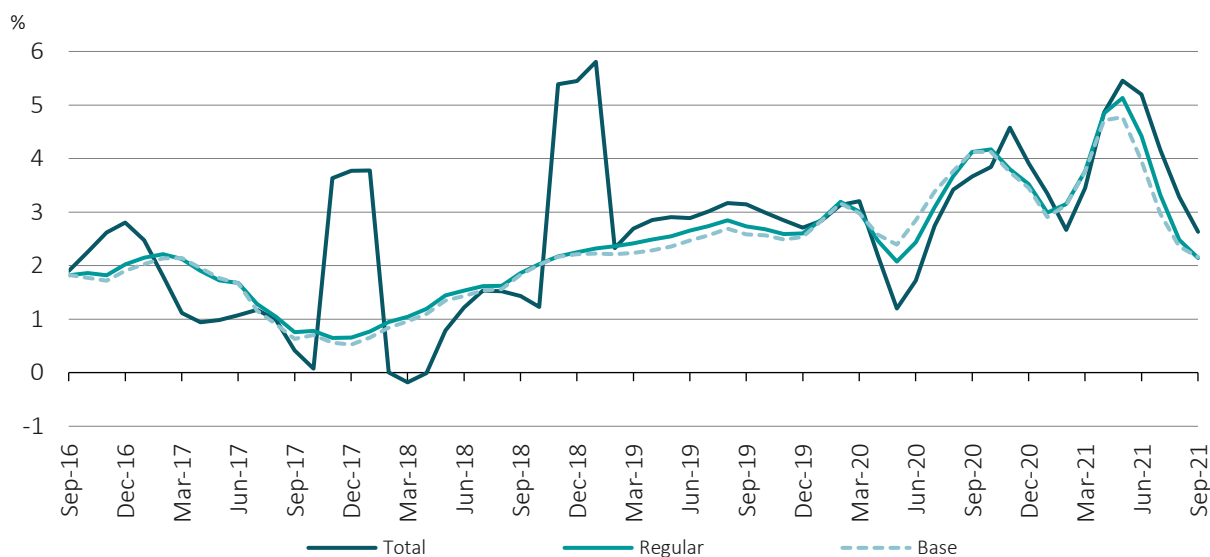
³ As defined in the Methodological Note annexed.

⁴ For a more detail description of the earning components included in the total and in the regular earnings, see the Methodological Note annexed.

⁵ For more information about the differences between the earnings components, see the Methodological Note annexed.



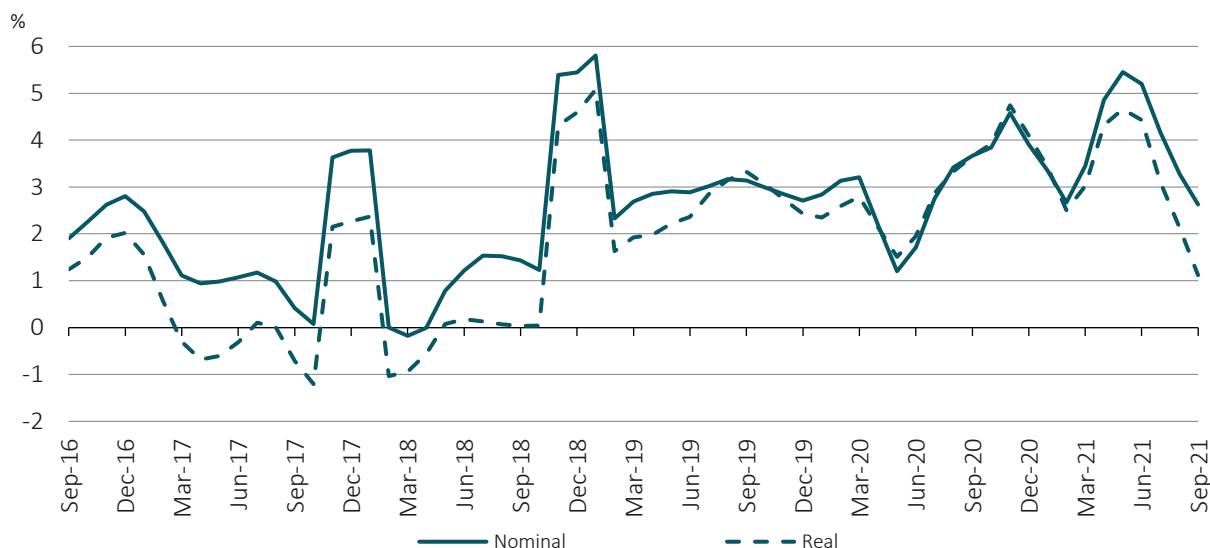
Figure 1: Year-on-year change of gross monthly earnings per employee (total and regular)



Note: 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.

In real terms, that is, considering the inflation measured by the change of the Consumer Price Index (CPI) that was 1.5% in the September 2021, the gross earnings (total, regular and base) registered a year-on-year real increase of 1.1%, 0.6%, and 0.7% (Figures 2, 3 and 4).

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



Note: 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.



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

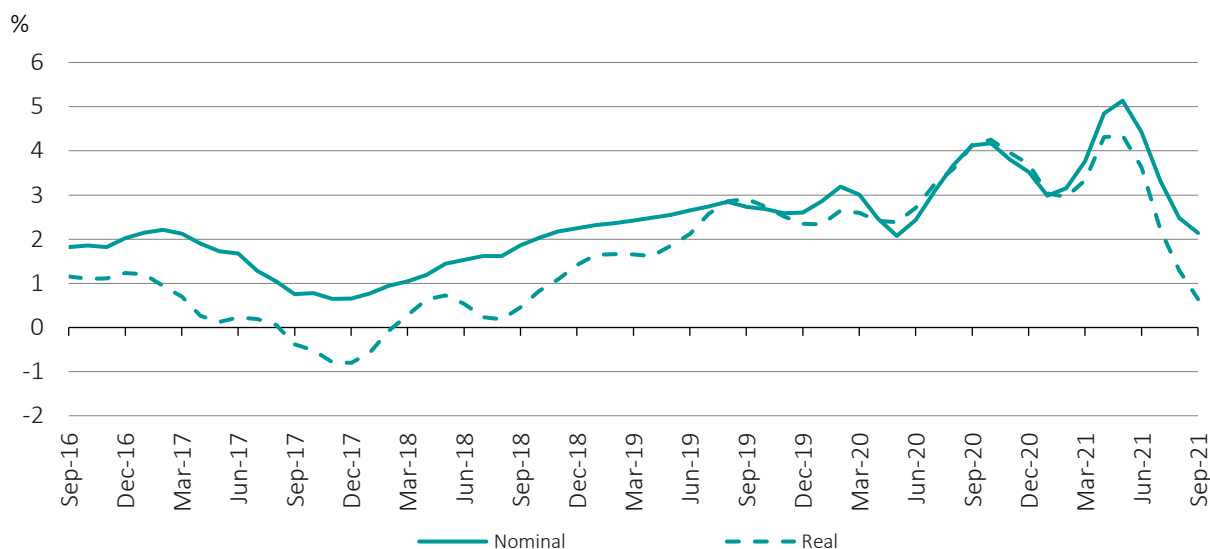
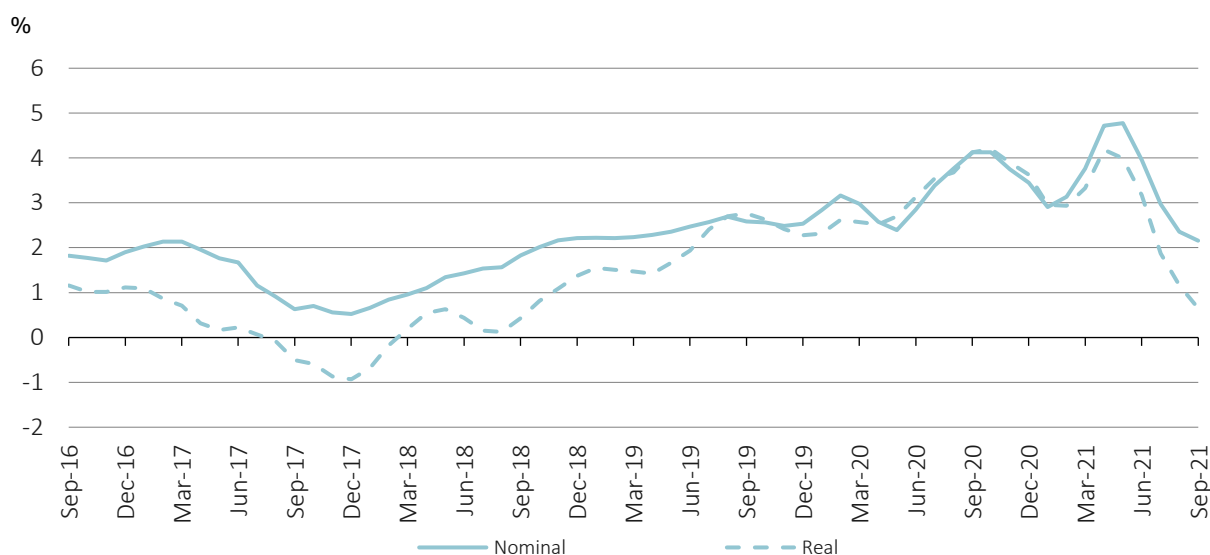


Figure 4: Year-on-year change of base gross monthly earnings per employee (nominal and real)



3. Gross earnings by economic activity

In September 2021, the total earnings ranged from €865, in the activities of *Agriculture, farming of animals, hunting and forestry* (section A), to €2,748, in the activities of *Electricity, gas, steam and air conditioning supply* (D) (Table 2 of the Annex).

In turn, the regular earnings ranged from €713, in the activities of *Administrative and support service activities* (N), to €2,571, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

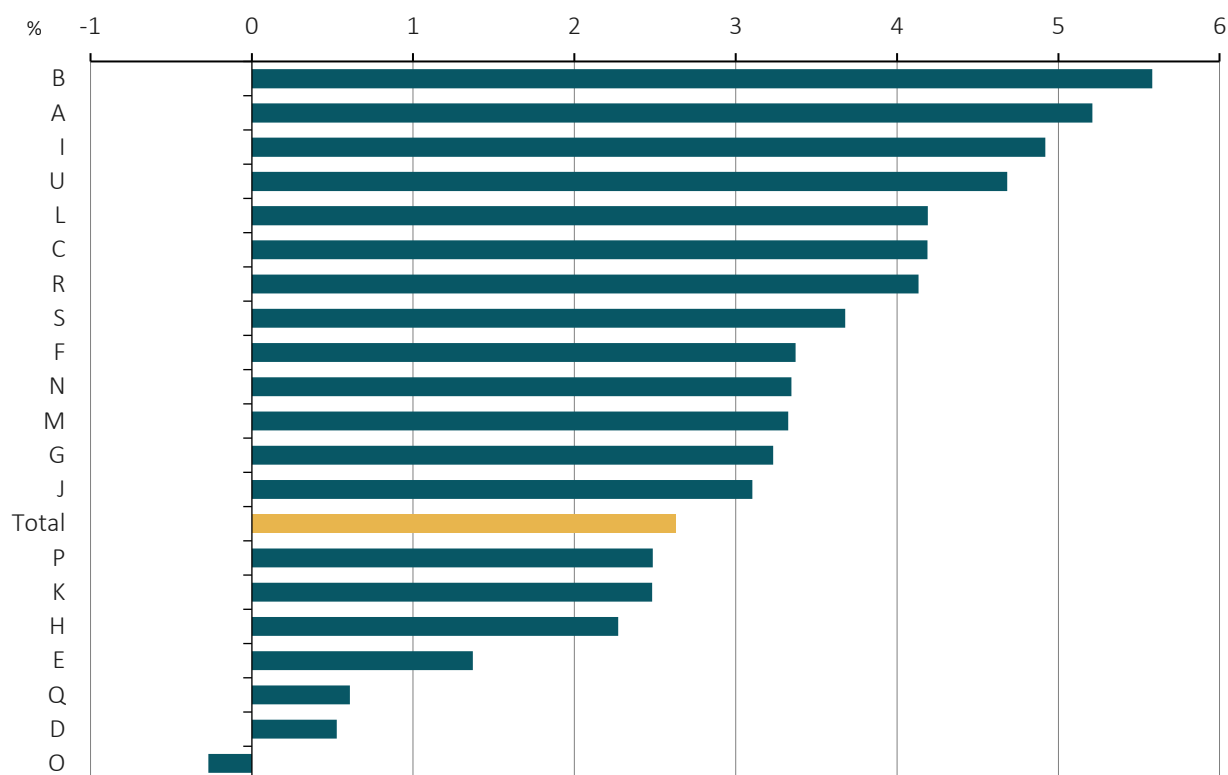


Similarly, also in the base earnings, it ranges from €675, in the activities of *Administrative and support service activities* (N), to €2,382, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

Compared to the same period of 2020, the major increases in total earnings were observed in the *Mining and quarrying* (B; 5.6%), followed by *Agriculture, farming of animals, hunting and forestry* (A; 5.2%). On the other hand, a decreased was observed in the activities of *Public administration and defence; compulsory social security* (O, down 0.3%) (Figure 5).

The larger increases of the regular earnings were observed in the *Mining and quarrying* (B; 5.6%) and in the *Activities of extraterritorial organisations and bodies* (U, 5.1%). On the other hand, the activities of *Public administration and defence; compulsory social security* (O) decreased by 1.1% (Figure 6).

Figure 5: Year-on-year change of total gross monthly earnings per employee by economic activity (NACE Rev. 2) in September 2021

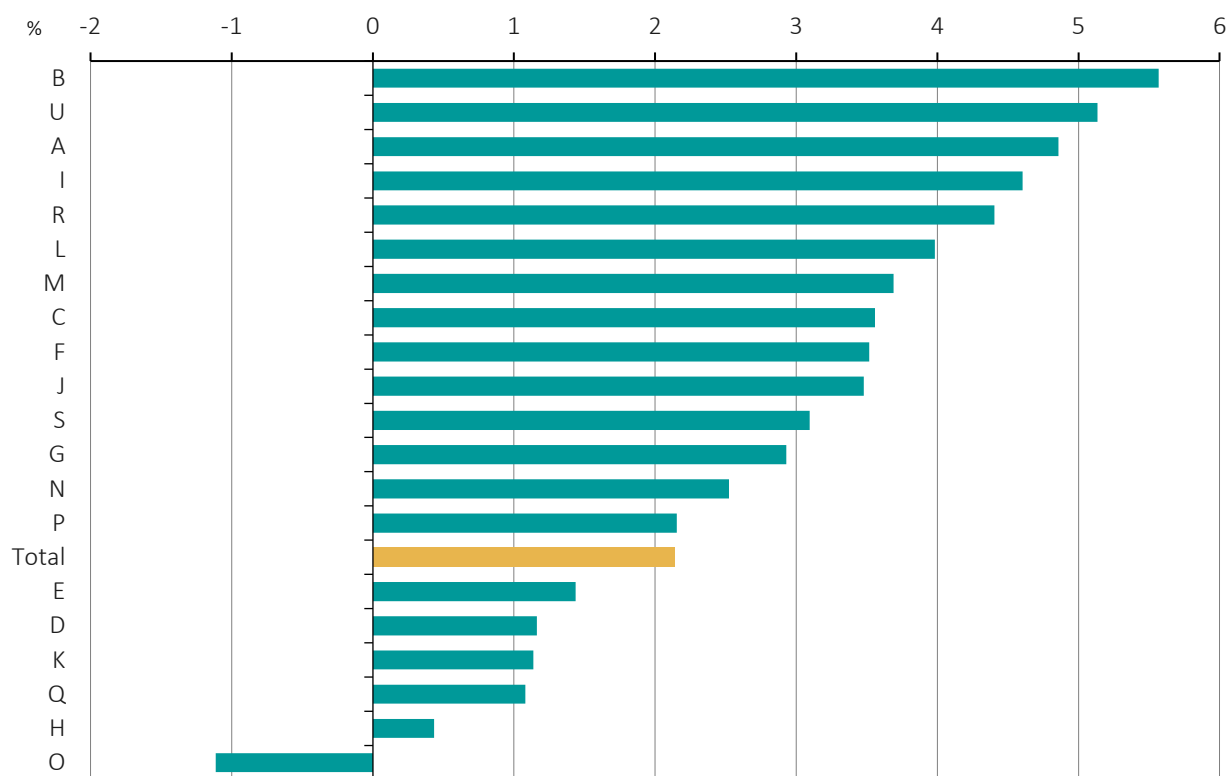


Sections from Nace-Rev. 2: **A:** Agriculture, farming of animals, hunting and forestry; **B:** Mining and quarrying; **C:** Manufacturing; **D:** Electricity, gas, steam, cold and hot water and cold air; **E:** Water collection, treatment and distribution; sewerage, waste management and remediation activities; **F:** Construction; **G:** Wholesale and retail trade; repair of motor vehicles and motorcycles; **H:** Transportation and storage; **I:** Accommodation and food service activities; **J:** Information and communication activities; **K:** Financial and insurance activities; **L:** Real estate activities; **M:** Consultancy, scientific and technical activities; **N:** Administrative and support service activities; **O:** Public administration and defence; compulsory social security; **P:** Education; **Q:** Human health and social work activities; **R:** Arts, entertainment, sports and recreation activities; **S:** Other service activities; **T:** Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use; **U:** Activities of extraterritorial organisations and bodies.



Regarding the base earnings, the activities with larger year-on-year increases were the in *Activities of extraterritorial organisations and bodies* (U; 5.3%), in the activities of *Agriculture, farming of animals, hunting and forestry* (A, 4.7%). On the other hand, only two activities registered negative annual change: in the activities of *Public administration and defence; compulsory social security* (O, less 0.2%) and in the activities of *Transportation and storage* (H; less 1.1%) (Figure 7).

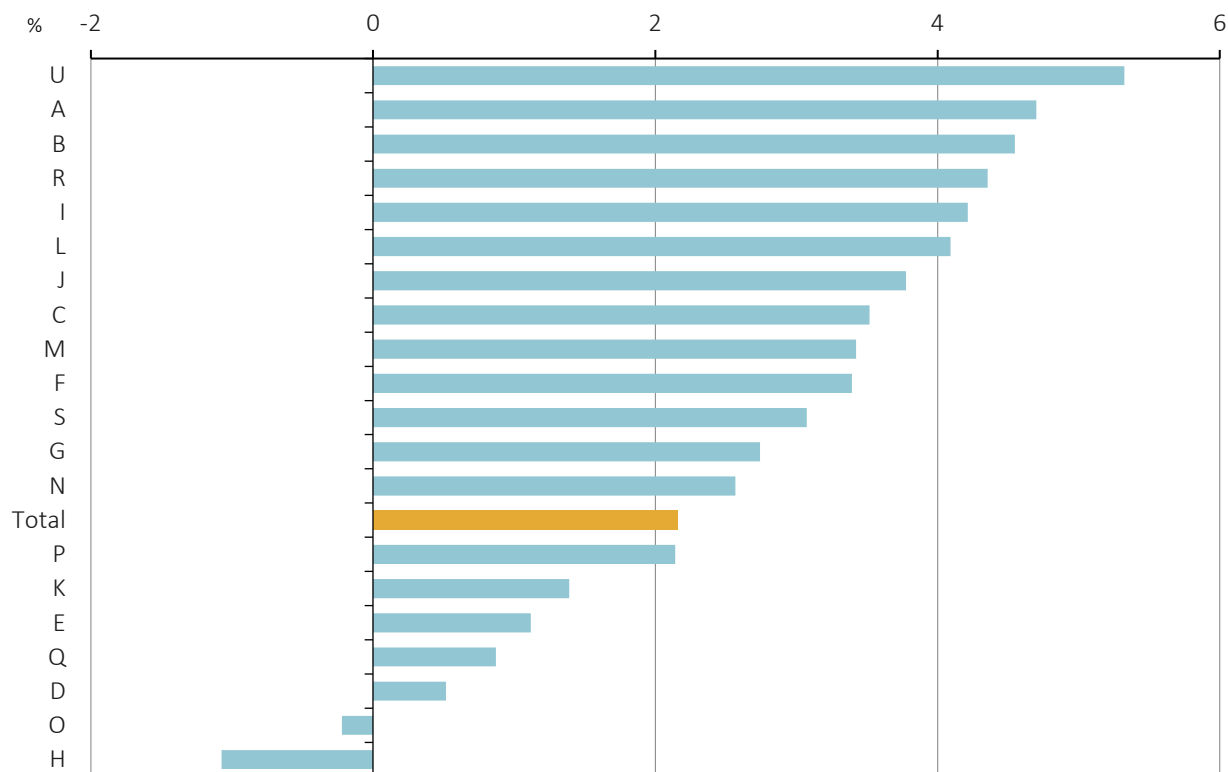
Figure 6: Year-on-year change of regular gross monthly earnings per employee by economic activity (NACE Rev. 2) in September 2021



Note: The economic activity designations can be found in the note of Figure 5.



Figure 7: Year-on-year change of base gross monthly earnings per employee by economic activity (NACE Rev. 2) in September 2021



Note: The economic activity designations can be found in the note of Figure 5.

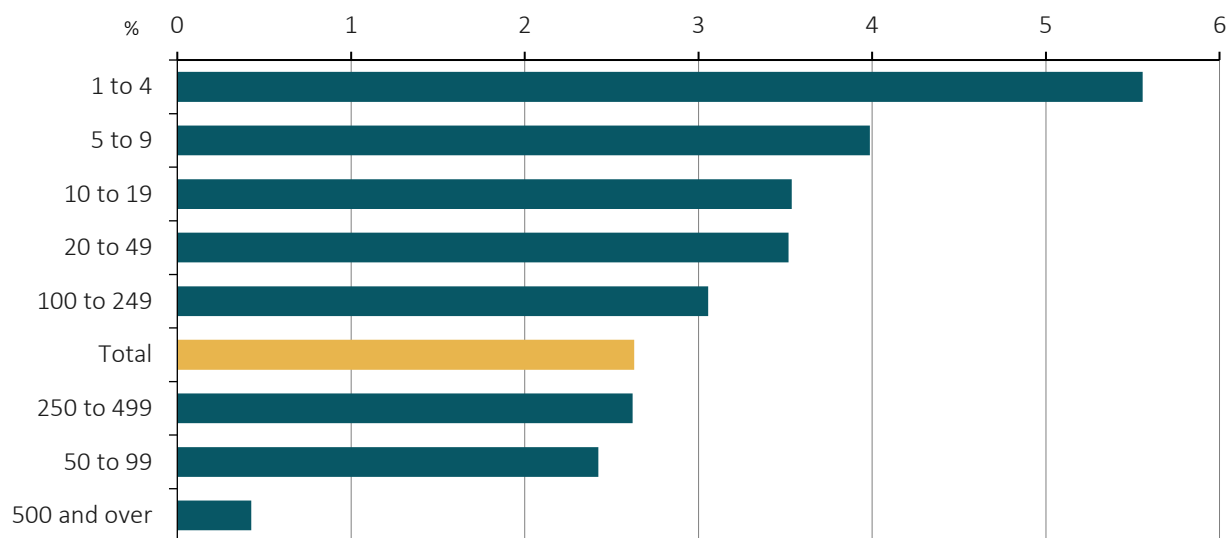
4. Gross earnings by enterprise size

In September 2021, the total gross monthly earnings per employee ranged from €909, in enterprises with 1 to 4 employees, to €1,562, in enterprises with 250 to 499 employees (Table 3 of the Annex).

Regarding the regular and the base earnings, the smaller and larger monthly earnings were also observed in the size class of 1 to 4 employees (€779 and €769, respectively) and in the size class of 250 to 499 employees (€1,357 and €1,273, respectively).

Regarding to the same period of the last year (September 2020), the larger changes of total earnings were observed in enterprises of 1 to 4 employees and of 5 to 9 employees (5.6% and 4.0% respectively) (Figure 8). In turn, the lower year-on-year change was observed in the size class of 500 and more employees (0.4%).

Figure 8: Year-on-year change of total gross monthly earnings per employee by employment size class in September 2021



As of the regular and base earnings, the larger year-on-year changes were observed in the smallest enterprises: of 1 to 4 (5.6% and 5.5%, respectively) and of 5 to 9 (4.1% and 3.9%). Negative year-on-year changes of regular and base gross earnings were observed in enterprises of 500 employees and over (0.6% and 0.1% respectively).

Figure 9: Year-on-year change of regular gross monthly earnings per employee by employment size class in September 2021

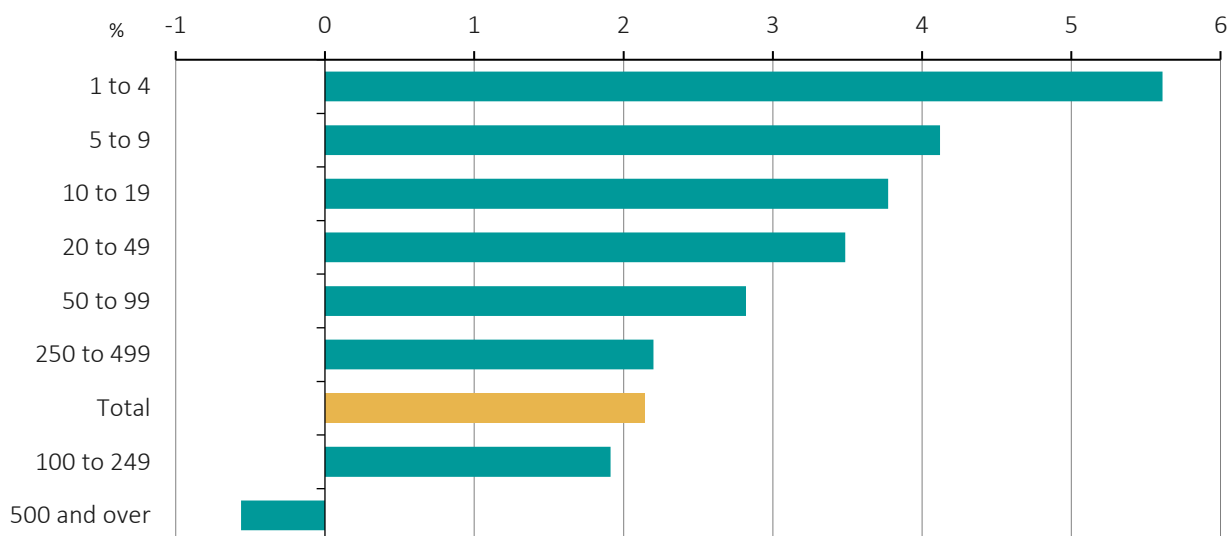
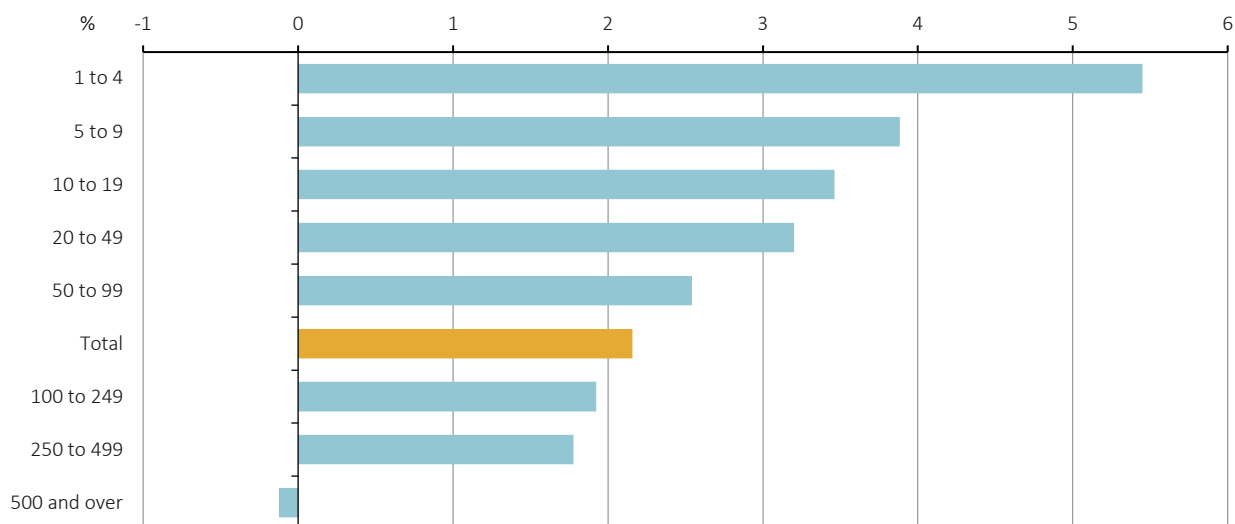




Figure 10: Year-on-year change of base gross monthly earnings per employee by employment size class in September 2021



5. Gross earnings by institutional sector

Using, as reference, the institutional sector of Public Administration (S13) used by National Accounts⁶, it is observed a year-on-year increase of total earning of 0.4%, from €1,676 in September 2020 to €1,683 in September 2021. The regular component decreased, from the same period of the last year, 0.1%, to €1,581 (€1,580 in September 2020). The base earnings increased had a relative change identical to total earnings (0.4%), from €1,492 to €1,497 in September 2021 (Figures 11 and 12).

In the private sector, the total earnings recorded a higher year-on-year increase than the public sector (3.4% vs. 0.4%), from €1,182 in September 2020 to €1,221 in the same year of 2021. The regular component also observed a higher increase in the private sector (3.0%) contrarily to the public sector where it decreased 0.1%. In absolute terms, the regular component increased from €997 to €1,007. In turn, the base earnings, as in the total earnings, increased in both sectors, but more in the private sector (2.9% vs. 0.4%), stood at €945 in September 2021 (was €918 a year earlier).

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 level⁷: in the public sector, 54.3% of the employees had completed the

⁶ The universe of entities that compose the institutional sector of the Public Administration is subject to updates twice a year.

⁷ These results are the most recent at the date of disclosure of this Press Release. For the public sector, we mention the data released by the Directorate General for Administration and Public Employment (DGAEP), whose coverage is close to the public sector defined here, referring to December 31, 2020 and covering the entire country. For the private sector, the percentages were calculated based on Table 36 of the release Lists of Personnel 2019 (Annex A) from

tertiary education (20.9% in the private sector), 25.5% had the upper secondary or post-secondary non-tertiary education (31.1% in private sector) and 20.2% had up to the lower secondary education (48.0% in the private sector).

Figure 11: Gross monthly earnings per employee (total, regular and base) by institutional sector of the economy in September 2021

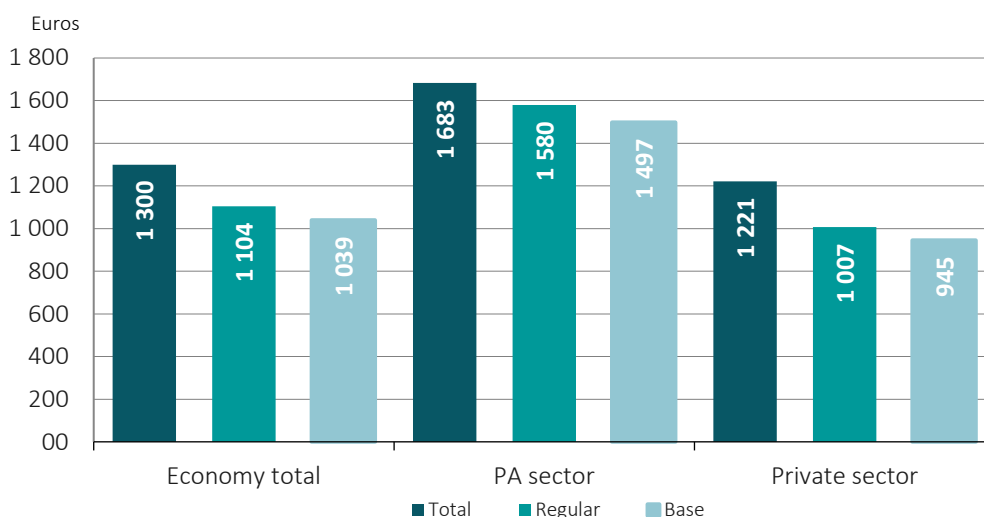
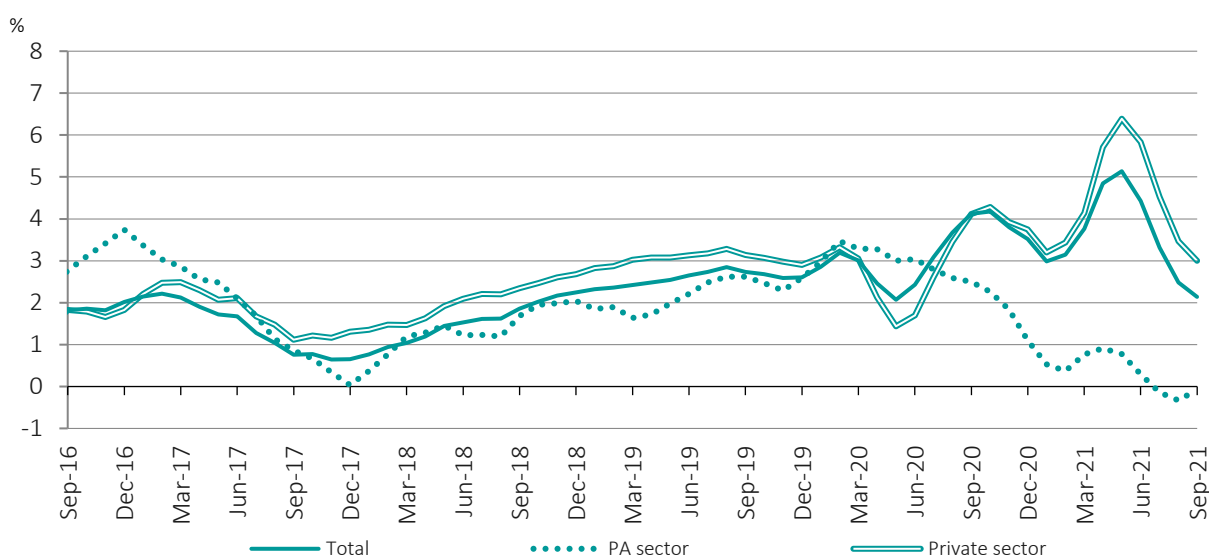


Figure 12: Year-on-year change of regular gross monthly earnings per employee by institutional sector of the economy



“Relatório Único”, made available by the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security. The data of this Press Release relate to October 2019 and cover Mainland Portugal.



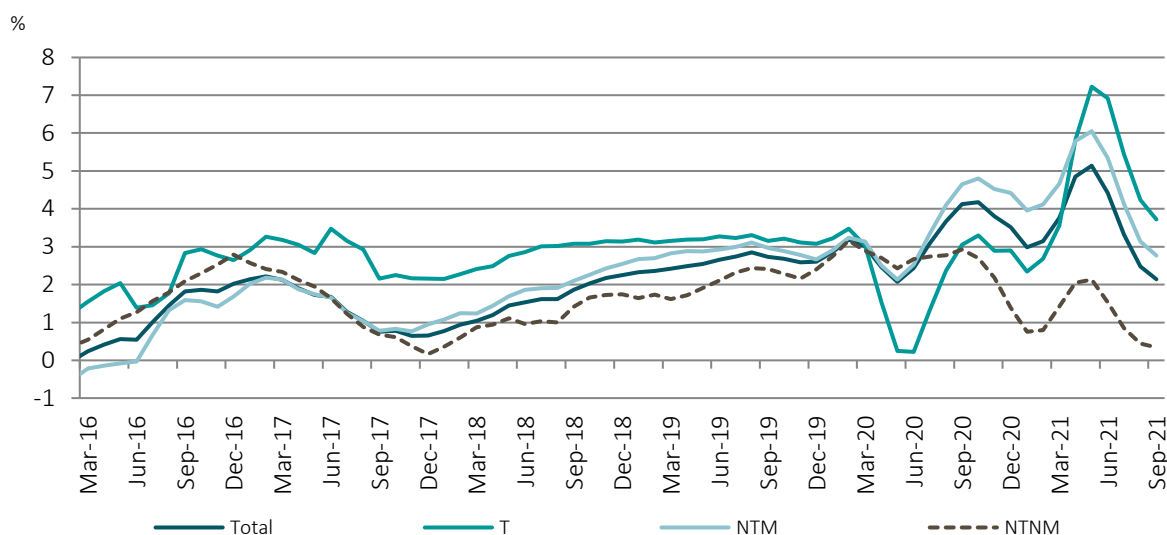
6. Gross earnings by groups of economic activity according to the market and tradable nature of the goods and services produced

In September 2021, the regular earnings of the enterprises of mainly tradable goods and services (T; sections A to C) recorded a higher increase than the total economy (3.7% vs. 2.1%), from €941 in September 2020 to €976 in September 2021 (Figure 13).

The group of enterprises of mainly non-tradable market goods and services (NTM; sections D to U, excluding O, Q and R) observed an increase above the total economy (2.8% vs. 2.1%), to €1,030 (€1,003 in September 2020).

Lastly, the group of enterprises of mainly non-tradable non-market goods and services (NTNM; sections O, P and Q), that represent the economic activity sectors more prevalent in the public sector, observed a lower increase compared to the total economy (0.3% vs. 2.1%), from €1,365 in September 2020 to €1,370 in September 2021.

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

7. Earnings by use of technology and knowledge intensity

By the classification of economic activity of enterprises, it is possible to create groups according to the type of technologies (high, medium and low; for Manufacturing industries) and the intensity of knowledge (knowledge intensive and less-knowledge intensive; for Services) (note Figure 14).

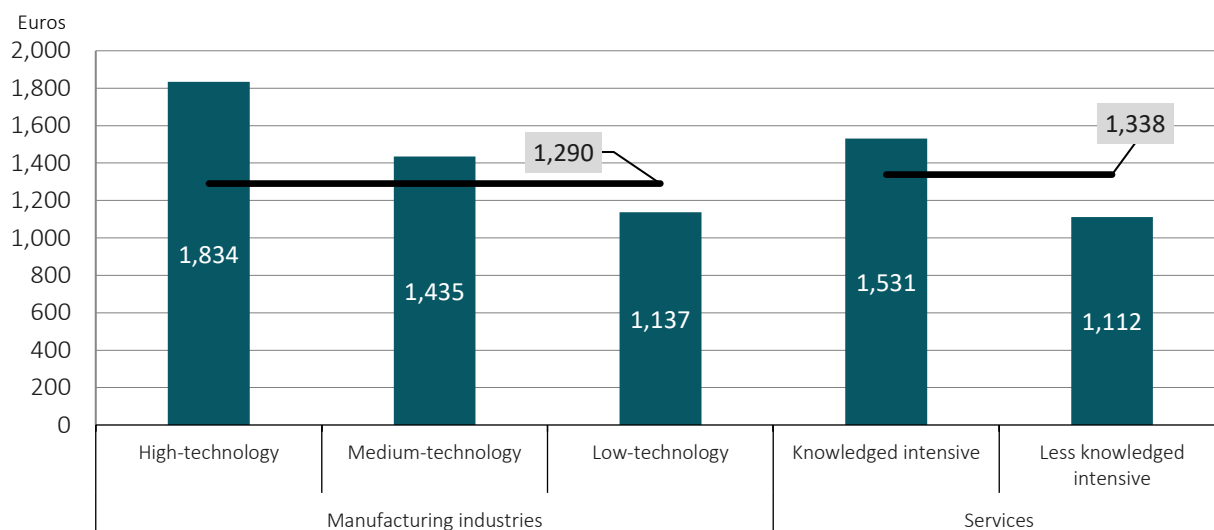
In September 2021 the total gross monthly earnings per employee in the Manufacturing industries (Section C of NACE Rev. 2) was €1,290. Among these, it was in the high-technologic enterprises (representing 3.0% of the total employees of section C) that the highest total gross earnings (€1,834) were recorded, representing a year-on-year increase of 3.1% (below the sector's total, 4.2%). The following are enterprises in the medium-technology



Manufacturing industries (44.4% of the total employees of the sector), with total gross earnings of €1,435, also with a year-on-year increase lower than the sector’s total (3.8% vs. 4.2%). Finally, in the low-tech manufacturing industry, which represents more than half of the total number of employees in the sector (52.6%), the total earnings stood at €1,137 and the year-on-year rate of change was higher than the sector (4.3% vs. 4.2%).

In the same month, the total gross monthly earnings per employee in Services was €1,338, being higher among knowledge-intensive services enterprises (€1,531) than in less-knowledge intensive services enterprises (€1,112). Compared to the same period of 2020, it was in the less-knowledge intensive enterprises that recorded the highest increase (3.7% vs. 2.2% in the Services sector). In turn, the total earnings in the knowledge intensive services recorded a year-n-year rate of change that was half than the observed for the Services sector (1.1% vs. 2.2%).

Figure 14. Number of employees and gross monthly earnings per employee (total) by use of technology and knowledge intensity in September 2021



Notes: High-technology manufacturing industries: includes the NACE Rev. 2 divisions: 21 and 26; Medium-technology manufacturing industries: includes the NACE Rev. 2 divisions: 19, 20, 22 to 25, 27 to 30 and 33; Low-technology manufacturing industries: includes the NACE Rev. 2 divisions: 10 to 18, 31 and 32; Knowledge-intensive services: includes the NACE Rev. 2 divisions: 50, 51, 58 to 63, 64 to 66, 69 to 75, 78, 80 and 84 to 93; Less knowledge-intensive services: includes the NACE Rev. 2 divisions: 45 to 47, 49, 52, 53, 55 to 56, 68, 77, 79, 81, 82, 94 to 99.

8. Monthly earnings by type of enterprise (layoff or non-layoff) – Note

As previously noted, the recent dynamics of the average monthly earnings were, mainly in 2020, significantly influenced by the COVID-19 pandemic and, therefore, by the employment protection mechanism, in particular the simplified layoff regime and, in a lesser extent, by the exceptional family support.

With the information received from the Social Security, it was possible to only distinguish, in previous Press Releases, two groups of enterprises: those which have applied for, for at least one month, the simplified layoff or exceptional family support regimes; and the group of enterprises that have never used these regimes. Once these



two groups of enterprises have been identified, their relative behaviour was evaluated in respect of the monthly earnings per employee in the period during analysis.

As had already happened in June 2021, in September 2021 the number of enterprises in layoff situation decreased substantially and became residual (0.1% of enterprises, corresponding to 0.6% of employees), so it was decided to halt the analysis of these indicators in this Press Release.

Table 1: 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			%			
2021								
September	4,241.3	1,300	1,104	1,039	3.2	2.6	2.1	2.2
August	4,242.9	1,451	1,103	1,037	3.5	3.3	2.5	2.4
July	4,219.7	1,445	1,105	1,038	3.6	4.2	3.3	3.0
June	4,175.5	1,397	1,111	1,043	3.2	5.2	4.4	4.0
May	4,128.7	1,250	1,116	1,048	1.3	5.5	5.1	4.8
April	4,096.4	1,238	1,116	1,049	- 0.8	4.9	4.8	4.7
March	4,084.9	1,231	1,108	1,041	- 2.2	3.5	3.8	3.8
February	4,094.3	1,291	1,096	1,030	- 2.2	2.7	3.1	3.1
January	4,124.5	1,487	1,082	1,016	- 1.9	3.3	3.0	2.9
2020								
December	4,136.8	1,478	1,079	1,012	- 1.9	3.9	3.5	3.4
November	4,137.7	1,403	1,078	1,013	- 2.0	4.6	3.8	3.7
October	4,117.0	1,216	1,083	1,018	- 2.1	3.8	4.2	4.1
September	4,109.8	1,267	1,081	1,017	- 2.2	3.7	4.1	4.1

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.



Table 2: Number of employees and gross monthly earnings per employee (total, regular and base) by economic activity (NACE Rev. 2) in September 2021

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	4,241.3	1,300	1,104	1,039	3.2	2.6	2.1	2.2
A - Agriculture, forestry and fishing	95.7	865	727	705	0.8	5.2	4.9	4.7
B - Mining and quarrying	8.9	1,650	1,298	1,077	0.8	5.6	5.6	4.5
C - Manufacturing	678.3	1,290	1,007	958	1.2	4.2	3.6	3.5
D - Electricity, gas, steam and air conditioning supply	11.1	2,748	2,571	2,382	- 2.5	0.5	1.2	0.5
E - Water supply; sewerage, waste management and remediation activities	37.3	1,128	1,001	928	4.9	1.4	1.4	1.1
F - Construction	303.7	1,021	840	807	4.7	3.4	3.5	3.4
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	665.0	1,178	955	907	2.4	3.2	2.9	2.7
H - Transportation and storage	174.5	1,551	1,267	1,050	0.3	2.3	0.4	- 1.1
I - Accommodation and food service activities	292.3	880	737	719	3.2	4.9	4.6	4.2
J - Information and communication	137.7	2,081	1,755	1,628	10.3	3.1	3.5	3.8
K - Financial and insurance activities	84.6	2,307	2,152	1,734	- 0.3	2.5	1.1	1.4
L - Real estate activities	47.4	1,142	963	938	6.0	4.2	4.0	4.1
M - Professional, scientific and technical activities	195.5	1,532	1,298	1,240	6.9	3.3	3.7	3.4
N - Administrative and support service activities	330.3	886	713	675	8.3	3.3	2.5	2.6
O - Public administration and defence; compulsory social security	383.6	1,476	1,406	1,288	2.8	- 0.3	- 1.1	- 0.2
P - Education	270.1	1,858	1,744	1,729	0.2	2.5	2.2	2.1
Q - Human health and social work activities	395.7	1,256	1,079	1,033	3.8	0.6	1.1	0.9
R - Arts, entertainment and recreation	40.7	1,308	1,128	1,074	6.0	4.1	4.4	4.4
S - Other service activities	82.1	1,091	930	904	0.1	3.7	3.1	3.1
U - Activities of extraterritorial organisations and bodies	1.6	2,084	1,832	1,803	31.3	4.7	5.1	5.3

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.



Table 3: Number of employees and gross monthly earnings per employee (total, regular and base) by enterprise size in September 2021

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	4,241.3	1,300	1,104	1,039	3.2	2.6	2.1	2.2
From 1 to 4 employees	543.0	909	779	769	1.6	5.6	5.6	5.5
From 5 to 9 employees	388.3	1,052	869	849	2.2	4.0	4.1	3.9
From 10 to 19 employees	388.8	1,143	933	902	2.4	3.5	3.8	3.5
From 20 to 49 employees	509.9	1,231	1,000	952	3.1	3.5	3.5	3.2
From 50 to 99 employees	373.8	1,323	1,084	1,025	4.2	2.4	2.8	2.5
From 100 to 249 employees	535.0	1,497	1,275	1,209	3.1	3.1	1.9	1.9
From 250 to 499 employees	331.4	1,562	1,357	1,273	1.1	2.6	2.2	1.8
500 employees and over	1,171.0	1,474	1,293	1,171	5.0	0.4	- 0.6	- 0.1

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.



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

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			%			
2021								
September	722.3	1,683	1,580	1,497	2.2	0.4	- 0.1	0.4
August	734.5	2,167	1,567	1,482	3.3	0.3	- 0.3	- 0.1
July	737.0	2,157	1,566	1,479	3.5	0.4	- 0.1	- 0.2
June	736.1	2,150	1,570	1,481	3.5	0.6	0.3	0.1
May	731.1	1,664	1,579	1,489	3.3	1.2	0.8	0.6
April	729.8	1,659	1,578	1,488	3.0	1.4	0.9	0.8
March	728.8	1,655	1,572	1,483	2.8	1.6	0.8	0.8
February	727.6	1,660	1,565	1,478	2.9	1.6	0.4	0.6
January	729.5	2,141	1,553	1,467	2.9	1.7	0.5	0.8
2020								
December	725.9	2,142	1,554	1,469	2.6	2.0	1.1	1.5
November	719.9	2,139	1,560	1,473	2.1	2.3	1.8	2.3
October	709.8	1,664	1,577	1,488	1.9	2.5	2.3	2.6
September	706.9	1,676	1,581	1,492	1.9	2.5	2.5	2.9

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.

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

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			%			
2021								
September	3,519.0	1,221	1,007	945	3.4	3.4	3.0	2.9
August	3,508.5	1,301	1,006	944	3.6	4.4	3.5	3.2
July	3,482.7	1,294	1,008	945	3.6	5.6	4.5	4.1
June	3,439.5	1,235	1,012	949	3.1	7.0	5.8	5.3
May	3,397.6	1,161	1,016	953	0.8	6.6	6.4	6.0
April	3,366.6	1,146	1,016	953	- 1.6	5.6	5.7	5.6
March	3,356.1	1,139	1,007	945	- 3.3	3.5	4.1	4.1
February	3,366.6	1,211	995	933	- 3.3	2.6	3.4	3.3
January	3,394.9	1,347	981	919	- 2.9	3.3	3.2	3.0
2020								
December	3,410.9	1,337	977	915	- 2.8	3.9	3.8	3.5
November	3,417.9	1,248	976	916	- 2.8	4.8	3.9	3.7
October	3,407.2	1,123	980	920	- 2.9	3.8	4.3	4.1
September	3,402.9	1,182	977	918	- 3.0	3.6	4.1	4.0

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.



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

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			%			
2021								
September	783.0	1,242	976	928	1.2	4.3	3.7	3.7
August	783.4	1,308	977	928	1.1	5.5	4.2	4.0
July	781.4	1,270	978	928	1.1	6.7	5.4	4.9
June	776.6	1,177	981	931	1.0	8.0	6.9	6.3
May	771.7	1,115	982	932	0.0	7.8	7.2	6.7
April	766.0	1,096	979	929	-1.5	6.0	5.8	5.5
March	762.5	1,081	968	920	-3.0	3.4	3.6	3.5
February	763.4	1,181	955	907	-3.4	1.9	2.7	2.6
January	767.5	1,299	941	893	-3.3	2.9	2.3	2.2
2020								
December	769.3	1,301	938	890	-3.4	3.6	2.9	2.7
November	770.6	1,185	939	892	-3.3	4.3	2.9	2.6
October	771.0	1,107	944	898	-3.2	2.9	3.3	3.1
September	773.8	1,191	941	895	-3.0	2.5	3.0	2.8

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.

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

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			%			
2021								
September	2,403.9	1,235	1,030	958	4.2	3.2	2.8	2.7
August	2,393.2	1,317	1,030	957	4.5	4.0	3.1	2.9
July	2,370.6	1,319	1,032	959	4.5	5.2	4.1	3.7
June	2,334.9	1,274	1,037	964	3.8	6.6	5.3	4.8
May	2,300.9	1,200	1,042	969	0.9	6.2	6.1	5.7
April	2,277.2	1,188	1,044	971	-1.9	5.5	5.8	5.7
March	2,270.6	1,185	1,037	964	-3.7	3.8	4.7	4.7
February	2,278.6	1,248	1,025	952	-3.6	3.1	4.1	4.0
January	2,299.4	1,391	1,012	939	-3.2	3.7	4.0	3.7
2020								
December	2,313.0	1,374	1,006	933	-3.1	4.4	4.4	4.2
November	2,320.4	1,291	1,003	932	-3.0	5.0	4.5	4.3
October	2,313.5	1,148	1,005	935	-3.1	4.2	4.8	4.6
September	2,307.7	1,197	1,003	933	-3.4	4.0	4.7	4.6

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.



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

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			%			
2021								
September	1,049.5	1,491	1,370	1,305	2.5	0.7	0.3	0.6
August	1,061.3	1,860	1,362	1,296	3.2	1.0	0.4	0.6
July	1,062.9	1,852	1,363	1,295	3.4	1.4	0.8	0.7
June	1,059.3	1,827	1,368	1,299	3.4	1.7	1.5	1.3
May	1,051.7	1,457	1,375	1,306	2.9	2.5	2.1	1.9
April	1,048.8	1,448	1,373	1,304	2.3	2.5	2.0	1.9
March	1,047.5	1,440	1,363	1,296	1.8	2.1	1.4	1.4
February	1,048.1	1,465	1,354	1,287	1.9	1.8	0.8	0.9
January	1,053.4	1,836	1,339	1,273	2.1	2.0	0.8	0.9
2020								
December	1,050.2	1,838	1,341	1,275	2.0	2.4	1.4	1.7
November	1,042.5	1,815	1,347	1,281	1.7	2.9	2.2	2.5
October	1,028.2	1,452	1,362	1,295	1.4	3.2	2.7	3.0
September	1,024.1	1,481	1,365	1,297	1.2	3.1	2.9	3.2

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.

Table 9: Number of employees and gross monthly earnings per employee (total) by use of technology and knowledge in intensity in September 2021

Portugal	Quarter ended in the month		Year-on-year change	
	Number of employees	Total gross earnings	Number of employees	Total gross earnings
	Thousands	Euro	%	
Manufacturing industries	678.3	1,290	1.2	4.2
High-technology	20.4	1,834	0.9	3.1
Medium-technology	301.4	1,435	3.0	3.8
Low-technology	356.5	1,137	-0.2	4.3
Services	3,101.2	1,338	3.6	2.2
Knowledge-intensive	1,674.3	1,531	4.3	1.1
Less knowledge-intensive	1,426.9	1,112	2.7	3.7

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/CGA.

Notes: High-technology manufacturing industries: includes the NACE Rev. 2 divisions: 21 and 26; Medium-technology manufacturing industries: includes the NACE Rev. 2 divisions: 19, 20, 22 to 25, 27 to 30 and 33; Low-technology manufacturing industries: includes the NACE Rev. 2 divisions: 10 to 18, 31 and 32; Knowledge-intensive services: includes the NACE Rev. 2 divisions: 50, 51, 58 to 63, 64 to 66, 69 to 75, 78, 80 and 84 to 93; Less knowledge-intensive services: includes the NACE Rev. 2 divisions: 45 to 47, 49, 52, 53, 55 to 56, 68, 77, 79, 81, 82, 94 to 99.



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 (*Declaração Mensal de Remunerações*) from Social Security (DMR/SS), following a protocol celebrated between Statistics Portugal and the Instituto de Informática, I.P., and the Contributive Relation (*Relação Contributiva*) of *Caixa Geral de Aposentações* (RC/CGA). These statistics are stored in the StatsLab area of the Statistics Portugal website, became from now on, as official statistics.

The **gross monthly earnings per employee** correspond to the ratio between the sum of 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).

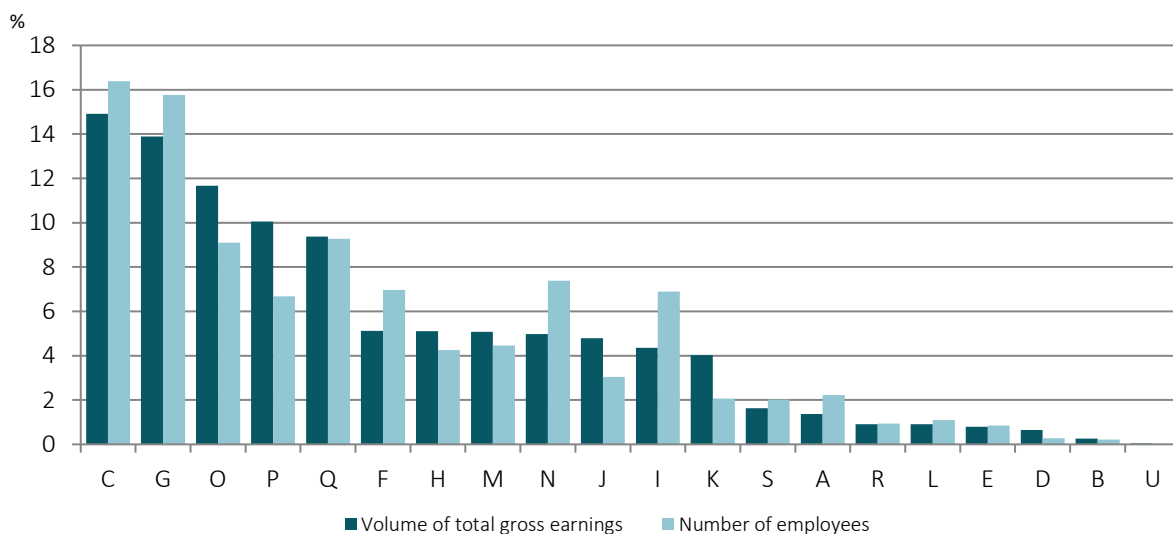
In the calculations by **enterprise’s economic activity** (NACE Rev. 2), the records where it was not possible to match the enterprise with its record on the enterprises’ economic activity file compiled by Statistics Portugal (FUE – *Ficheiro de Unidades Estatísticas*) were excluded, which corresponds to 0.6% of enterprises and 0.1% of employees in 2020.

Each employee is counted as many times as the **number of jobs** reported to the SS 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 figures 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) and enterprise size class in 2020.

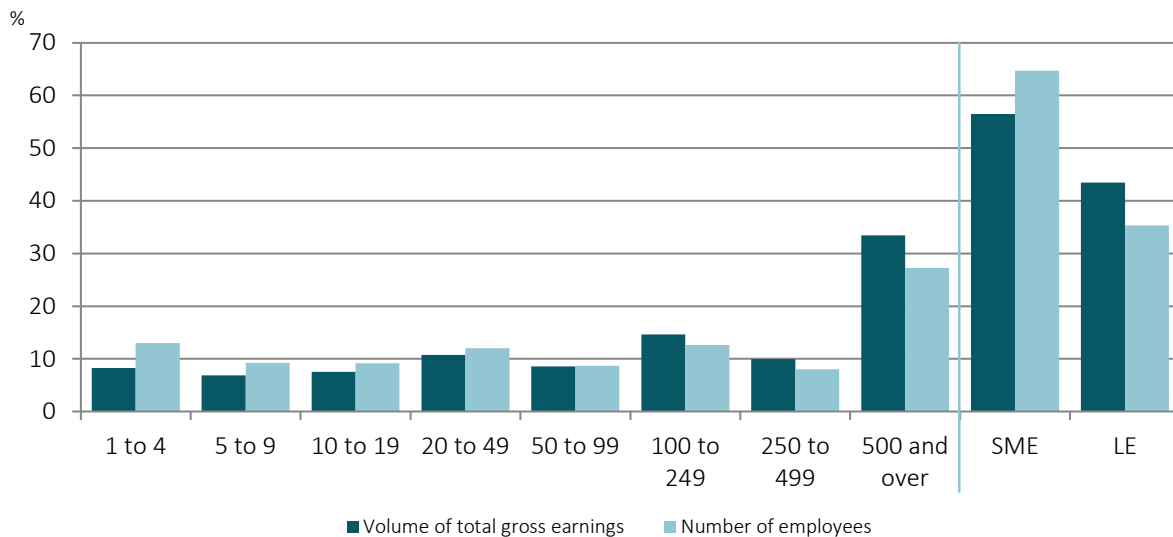


Distribution of the total gross earnings (volume) and the number of employees by economic activity (NACE Rev. 2) in 2020



Note: The economic activity designations can be found in Table 2 of the Annex.

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



Nota: PME – empresas, no máximo, com 249 trabalhadores; GE – empresas com 250 ou mais trabalhadores



The information received from the DMR/SS includes the sum of earnings by “Social Security Contributory Scheme” and “Earnings Components”. The information received from the RC/CGA includes the sum of earnings of the subscribers 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.

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

SOME CONCEPTS

Employee

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

Gross earnings

Gross income, in cash or in kind, paid to workers for the hours of work performed or for the work performed during the normal and overtime periods, including the payment of hours not worked (holidays, public holidays and other paid absences) and regular allowances such as those related to food, job position, accommodation or transport, seniority, productivity, attendance, exemption from working hours, painful, dangerous, dirty, shift and night work.

Note: The “gross monthly earning per employee” includes all components of variables Earning components (SS) and Type of earnings (CGA).

Regular gross monthly earnings

Gross monthly earnings that correspond to the sum of the basic remuneration with other regular earnings components, namely meal allowances, seniority allowances, bonuses, and other regular monthly payments.

Notes:

- From Nature of earnings (SS) only includes the components “Base salary”, “Meal allowance”, “Regular monthly allowances” and “Bonuses and other monthly benefits”. From Type of earnings (CGA) it includes the components “Base earnings”, “Seniority payments”; “Permanent earnings”, “Bonuses and other monthly benefits” and “Meal allowance”.

- In 2020, it corresponded to 81.6% of the total gross monthly earnings.



Base earnings

The gross amount, before deduction of taxes and social security contributions, in cash or in kind, paid regularly in the reference period and corresponding to the normal working period.

Notes:

- Only includes the component “Base salary” of variable Nature of earnings (SS) and the component “Base earnings” if variable Type of earnings (CGA).
- In 2020, it corresponded to 76.7 if the total gross monthly earnings.

Note on the taxable income applicable to the earning of this Press Release

The total, regular and base gross monthly earnings of this Press Release only consider the taxable earnings, i.e., the amount of earnings that are subject to income tax and contributions to SS or CGA. Thus, it excludes the amounts such as the meal allowance up to €4.77 or €7.63, if paid in cash or a meal card.

Institutional sector

The variable “institutional sector” uses the classification “economic sector (public sector/private sector)”, being the public sector the Public Administration (PA), as defined in the National Accounts, using as reference the list of entities that belong to the Public Administrations – S13. The private sector corresponds to the total of economy excluding the PA.

On year change

The year-on-year change compares the level of the variable in the current quarter with that of the corresponding quarter of the previous year. This 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.

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/CGA 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. The impact of these revisions, measured by the difference between the estimates now released and the ones published in the last Press Release, are the following:



Revision of the estimates of the June 2021 - main indicators -

	Unit	April 2021	May 2021	June 2021
Number of enterprises		0.2	0.6	2.1
Number of employees	Thousands	0.3	1.9	14.7
Total gross monthly earnings per employee		1	1	2
Regular gross monthly earnings per employee	Euros	0	0	-1
Base gross monthly earnings per employee		0	0	-3
Number of enterprises (y-o-y)		0.1	0.1	0.5
Number of employees (y-o-y)		0.0	0.1	0.4
Total gross monthly earnings per employee	pp	0.1	0.1	0.1
Regular gross monthly earnings per employee		0.0	0.0	-0.2
Base gross monthly earnings per employee		0.0	0.0	-0.2

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

TREATMENT OF NON-RESPONSES

In order to reduce the level of revisions of the values published for the most recent months, the DMR/SS 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: 1) an ad hoc criterion; 2) through a supervised Machine Learning algorithm in the form of the Support Vector Machine (SVM).

For a more detailed description of the treatment of non-response and other methodological characteristics of this statistical operation, it is suggested to see the respective methodological document, available on the Statistics Portugal website.

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 19 October 2021.

Next Press Release – 10th of February of 2022
