



INSTITUTO NACIONAL DE ESTATÍSTICA  
STATISTICS PORTUGAL

press release

# DIÁSTAKE

10 February 2022  
GROSS MONTHLY EARNINGS PER EMPLOYEE  
December 2021

## **GROSS MONTHLY EARNINGS PER EMPLOYEE INCREASED BY 1.9%, TO €1,507, IN THE 4<sup>TH</sup> QUARTER OF 2021 AND 3.4%, TO €1,361, IN 2021**

The gross monthly earnings per employee (per job) increased by 1.9% in the quarter ended in December 2021 (4<sup>th</sup> quarter), compared to the same period of 2020, to €1,507. Both the gross regular monthly earnings and the base earnings increased by 2.3%, reaching €1,103 and €1,036, respectively. In real terms, considering the Consumer Price Index, the relative changes of the gross total and regular monthly earnings decreased by 0.5% and 0.1%, respectively, while the base earnings remained unchanged. These data concern nearly 4.3 million of employees, from Social Security's beneficiaries and from subscribers of *Caixa Geral de Aposentações*.

Compared to December 2020, the largest increases in gross total earnings were observed in the activities of Agriculture, farming of animals, hunting and forestry (section A; 8.0%), in enterprises of 1 to 4 employees (6.1%), in the private sector (2.8%), and in low-technology manufacturing industries (4.7%). The lowest changes in total earnings were observed in the activities of Transportation and storage (section H; -1.5%), in enterprises of 500 or more employees (-0.9%), in the Public Administrations sector (0.0%), and in the Market services (-1.2%).

In 2021, the gross monthly earnings per employee increased, compared to 2020, by 3.4%, to €1,361. The regular component increased by 3.1%, to €1,106, and the base monthly earnings increased by 3.0%, to €1,039. The real rate of change was lower than the nominal changes: 2.1%, 1.8% and 1.7%, respectively.

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GROSS MONTHLY EARNINGS PER EMPLOYEE – December 2021



## 1. Introduction

Between the 1<sup>st</sup> quarter of 2019 and the 2<sup>nd</sup> quarter of 2021, Statistics Portugal has been releasing quarterly Press Releases, under the StatsLab domain, in the context of the statistical use of information from the "Monthly Statement of Earnings" transmitted by enterprises<sup>1</sup> to Social Security (DMR/SS) and the "Contributive Relation" of the subscribers of *Caixa Geral de Aposentações (RC/CGA)*, which cover a universe of 4.3 million employees (i.e., jobs<sup>2</sup>). In the 3<sup>rd</sup> quarter of 2021, these figures became official statistics and started to be released in the section Press Releases.

The results presented refer to moving quarters ended in the reference month (for example, the results for December 2021 report to the 4<sup>th</sup> 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.

In the Excel file that complements the Press Release, as well as in the Statistics Portugal website, the tables and indicators are made available on the 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 sector<sup>3</sup>, by market and tradable nature of the goods and services produced, and by use of technology and knowledge intensity. In this Press Release, only some of the available indicators are analysed, including monthly and annual results (the estimated of the last months of 2021 are still provisional).

## 2. Gross monthly earnings per employee and by earnings components

In December 2021, the gross monthly earnings per employee increased by 1.9% (Figure 1), from €1,478 in December 2020 to €1,507 in December 2021. This change is 0.9 percentage points (pp) lower than the one observed in September 2021.

The regular gross monthly earnings per employee exclude, among other earnings components, the Christmas and Holidays allowances and, thus, have a less seasonal behaviour<sup>4</sup>. In December 2021, it stood at €1,103, while in December 2020 it had been €1,079, corresponding to a rate of change of 2.3%. This change is higher, by 0.2 pp, compared to September 2021.

The base<sup>5</sup> gross monthly earnings per employee increased by 2.3%, from €1,012 in December 2020 to €1,036 in December 2021. This change is higher than the one observed in September 2021 (up 0.4 pp).

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<sup>1</sup> 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).

<sup>2</sup> 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.

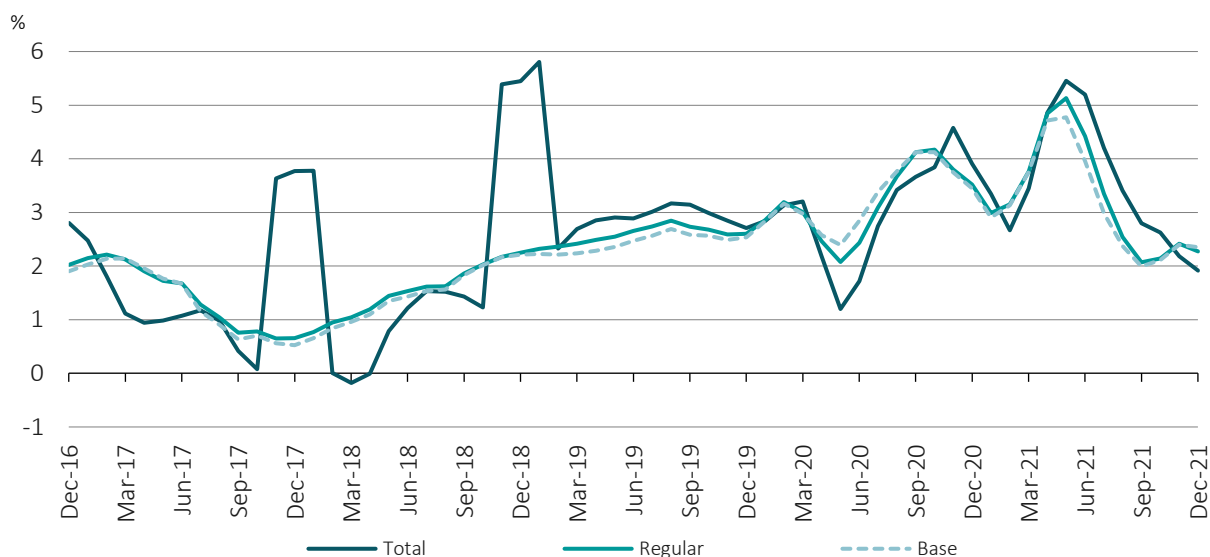
<sup>3</sup> As defined in the Methodological Note annexed.

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

<sup>5</sup> 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)



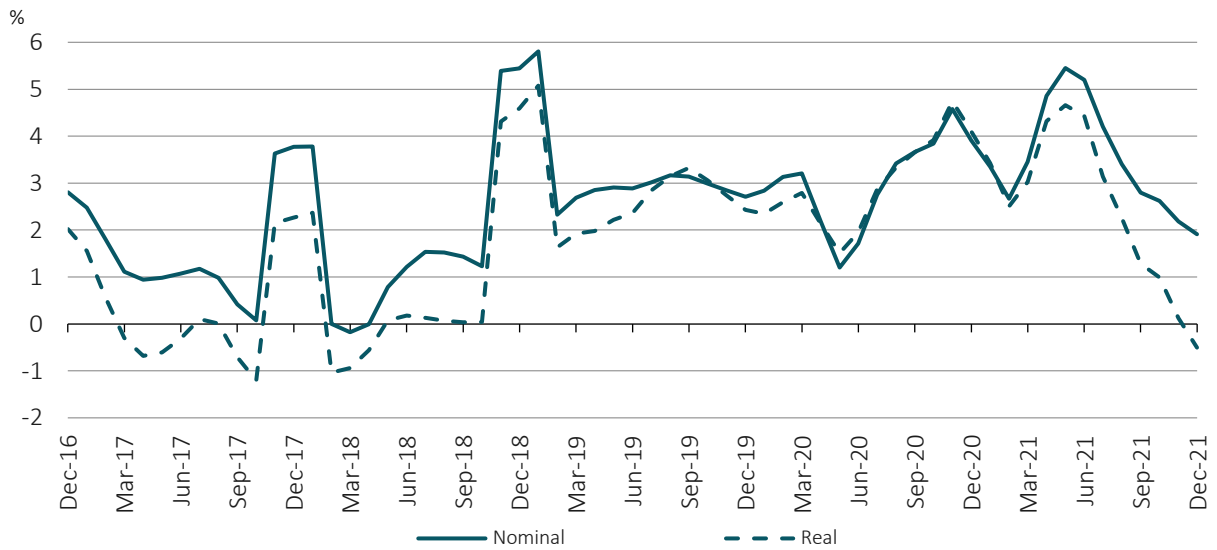
**Note:** The significant fluctuations registered in the end of 2017 and 2018 were due the changes in the payment of the Christmas allowances in the public sector (50% in November 2017, 100% in November 2018), whereas in the previous years they were paid in one-twelfth over the year.

In real terms, that is, considering the inflation measured by the Consumer Price Index (CPI) rate of change, which was 2.4% in the December 2021, the gross earnings (total, regular and base) registered year-on-year real rates of change of -0.5%, -0.1%, and 0.0% (Figures 2, 3 and 4).

In 2021, the gross monthly earnings per employee stood at €1,361, having increased 3.4% in nominal terms and 2.1% in real terms (in 2020, both the annual increases had been 3.0%). In the same period, the annual average of the regular gross monthly earnings per employee was €1,106, following a nominal increase of 3.1% and a real increase of 1.8% (in 2020, both increased by 3.3%). Still in 2021, the annual average of the base gross monthly earnings per employee increased by 3.0% in nominal terms and 1.7% in real terms, to €1,039 (3.3% and 3.4%, respectively in 2020). In 2021, the CPI had a positive rate of change of 1.3% (having been null in 2020).



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)

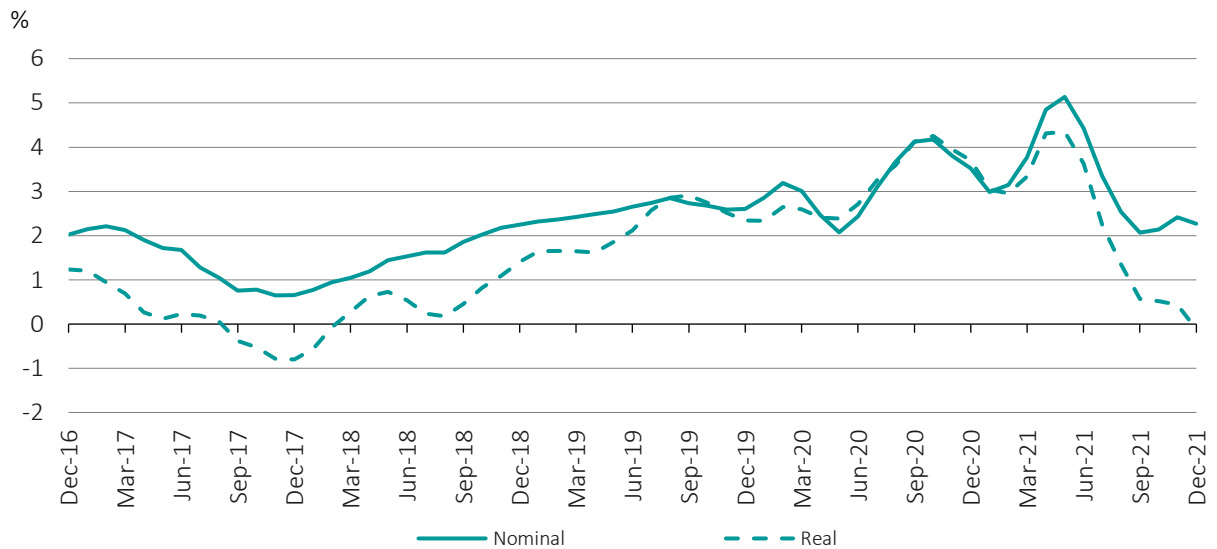
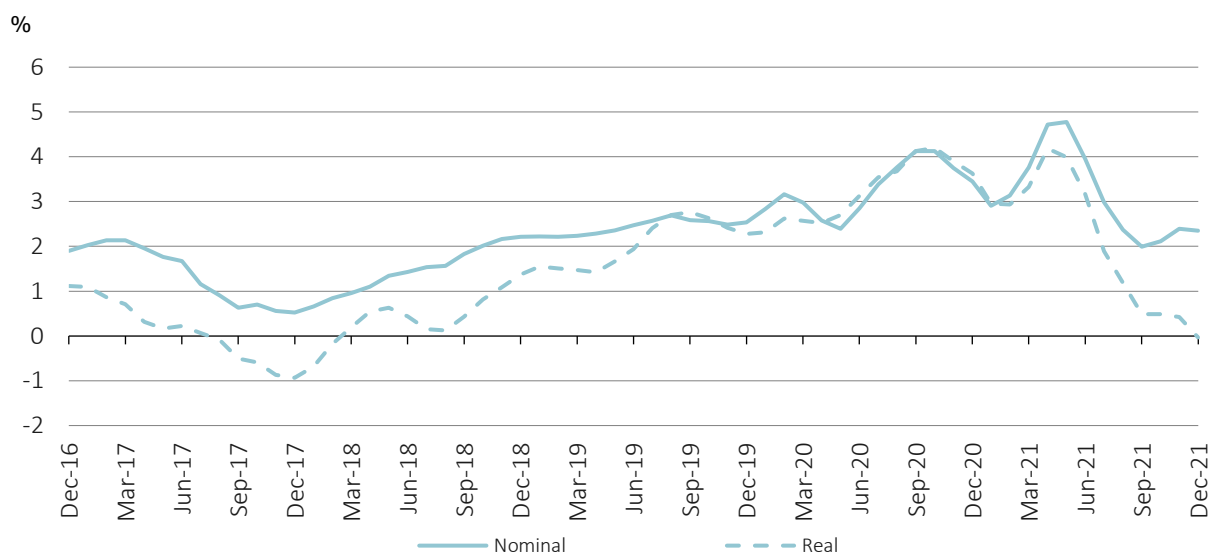


Figure 4: Year-on-year change of base gross monthly earnings per employee (nominal and real)



### 3. Gross earnings by economic activity

In December 2021, the total earnings ranged from €932, in the activities of Agriculture, farming of animals, hunting and forestry (section A), to €3,463, in the activities of Electricity, gas, steam and air conditioning supply (D) (Table 2 of the Annex).

The regular earnings ranged from €712, in the activities of Administrative and support service activities (N), to €2,540, in the activities of Electricity, gas, steam and air conditioning supply (D).

Similarly, also the base earnings ranged from €674, in the activities of Administrative and support service activities (N), to €2,367, 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 activities of Agriculture, farming of animals, hunting and forestry (A; 8.0%), followed by Activities of extraterritorial organisations and bodies (U; 7.2%). On the other hand, a decreased was observed in the activities of Arts, entertainment, sports and recreation activities (R, less 1.4%), and in the activities of Transportation and storage (H; less 1.5%) (Figure 5).

The larger increases of the regular earnings were observed in the activities of Agriculture, farming of animals, hunting and forestry (A; 7.4%) and in the Activities of extraterritorial organisations and bodies (U, 5.2%). On the other hand, the regular earnings in the activities of Transportation and storage (H) decreased by 1.6%.

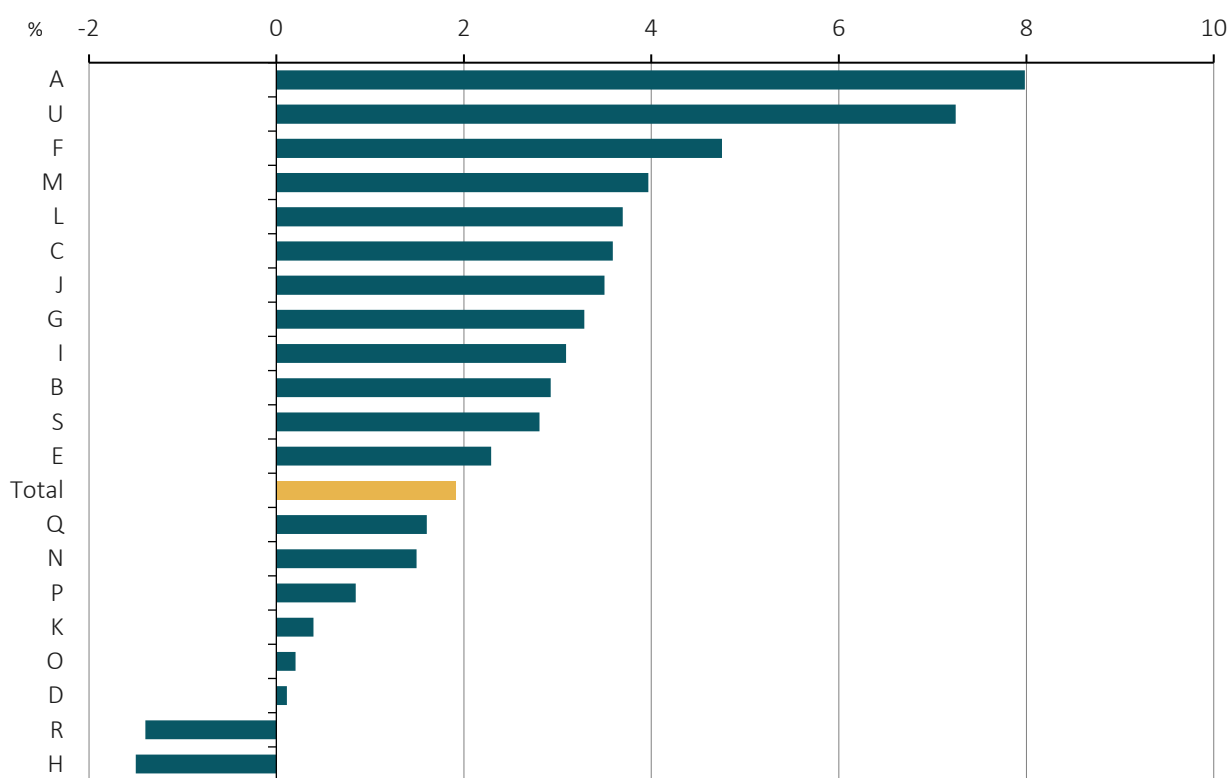
Regarding the base earnings, the activities with larger year-on-year increases were Agriculture, farming of animals, hunting and forestry (A; 7.4%) and Activities of extraterritorial organisations and bodies (U, 5.3%). Only the activities of Arts, entertainment, sports and recreation activities (R; less 1.4%) and Transportation and storage (H; less 1.6%) recorded negative annual changes.



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Still in 2021, the gross monthly earnings were higher in Electricity, gas, steam and air conditioning supply (D; €3,091) and in Financial and insurance activities (K; €2,602), having increased 0.8% and 1.7%, respectively, compared to 2020. In turn, the lowest gross monthly earnings were recorded in Agriculture, farming of animals, hunting and forestry (A; €855) and in the Accommodation and food service activities (I; €881), having increased 5.3% and 6.1%, respectively, compared to 2020.

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

#### 4. Gross earnings by enterprise size

In December 2021, the total gross monthly earnings per employee ranged from €968, in enterprises with 1 to 4 employees, to €1,883, in enterprises with 250 to 499 employees (Table 3 of the Annex).



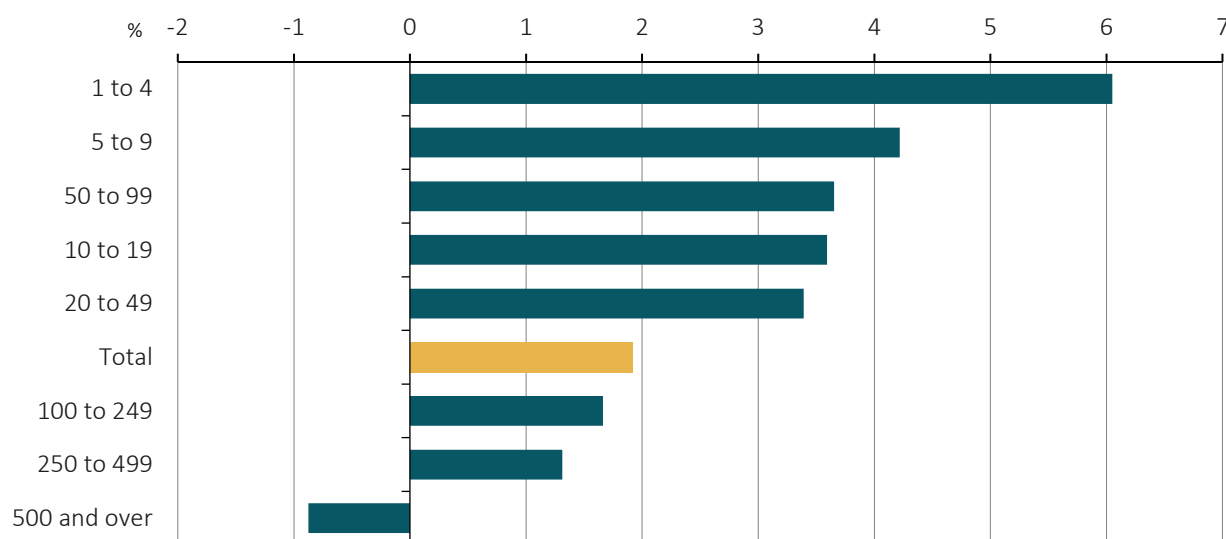


Regarding the regular and the base earnings, the smaller and larger monthly earnings were also observed in the size class of 1 to 4 employees (€782 and €772, respectively) and in the size class of 250 to 499 employees (€1,354 and €1,271, respectively).

Comparing to the same period of the last year (December 2020), the larger changes of total earnings were observed in enterprises of 1 to 4 employees (6.1%) and of 5 to 9 employees (4.2%). In turn, a negative year-on-year change was observed in the size class of 500 and more employees (0.9%) (Figure 6).

As of the regular and base earnings, the larger year-on-year changes were observed in the smallest enterprises: 1 to 4 (6.0% and 5.9%, respectively) and of 5 to 9 employees (4.6% and 4.4%). Negative year-on-year changes of regular and base gross earnings were observed in enterprises of 500 employees and over (0.5% and 0.1% respectively).

**Figure 6: Year-on-year change of total gross monthly earnings per employee by employment size class in December 2021**



In 2021, the gross monthly earnings ranged from €885, in enterprises of 1 to 4 employees, to €1,686, in enterprises of 250 to 499 employees. In enterprises with 500 employees and over, the gross monthly earnings were slightly lower: €1,634. The gross monthly earnings in enterprises of 50 to 99 employees (€1,351) were the closest to the total economy average (€1,361).

## 5. Gross earnings by institutional sector

The total earnings of the institutional sector of Public Administration (PA) used by National Accounts<sup>6</sup> remained almost unchanged, from €2,142 in December 2020 to €2,143 in December 2021. In the same period, the regular

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



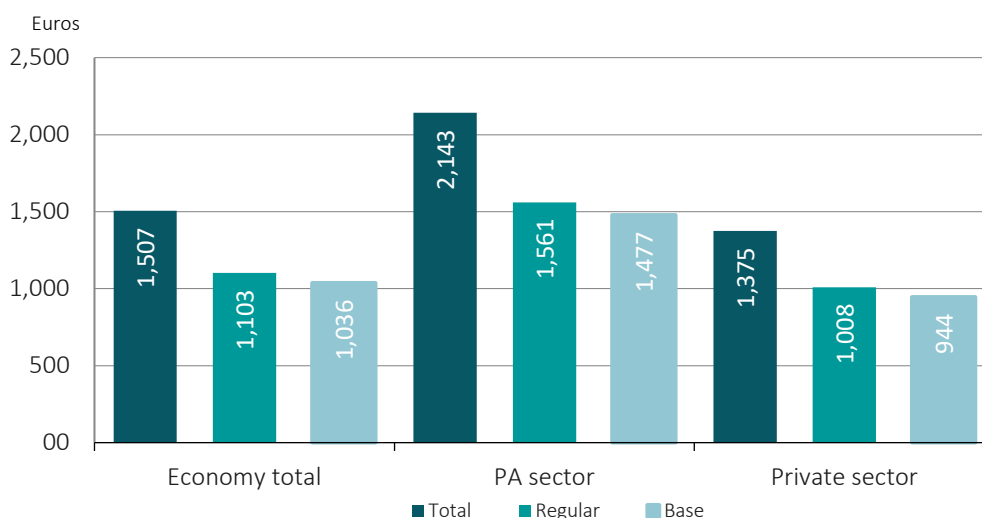
component increased by 0.4%, to €1,561 (€1,554 in December 2020). The base earnings increased by 0.6%, from €1,462 to €1,477 in December 2021 (Figures 7 and 8).

In the private sector, the total earnings recorded a higher year-on-year increase: the total earnings increased by 2.8%, from €1,337 in December 2020 to €1,375 a year after; the regular component increased by 3.2%, from €977 to €1,008; and the base earnings increased by 3.2%, from €915 to €944.

In 2021, the total gross earnings of S13 increased by 0.7%, from €1,898 in 2020 to €1,911 in 2021. That increase was lower than the one observed the year before (2.7%) and to increase observed in the private sector (4.3%; from €1,193 in 2020 to €1,245 in 2021).

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<sup>7</sup>: in the public sector, 54.3% of the employees had completed the 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 7: Gross monthly earnings per employee (total, regular and base) by institutional sector of the economy in December 2021**

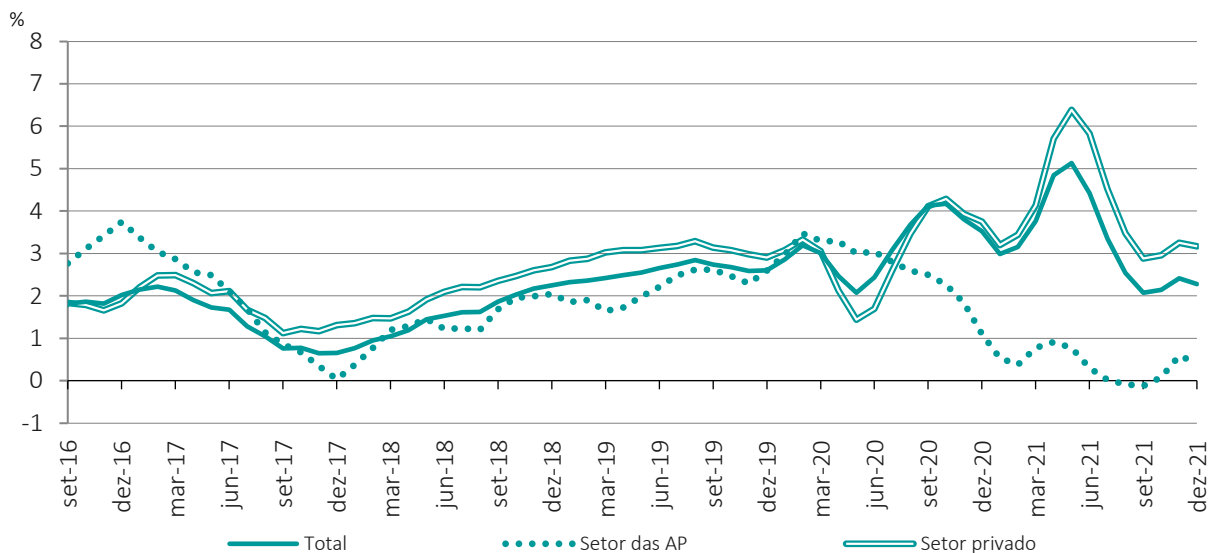


<sup>7</sup> These results are the most recent at the date of disclosure of this Press Release. For the public sector, we mention the data released by the Directorate General for Administration and Public Employment (DGAEP), whose coverage is close to the public sector defined here, referring to December 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 "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.





Figure 8: Year-on-year change of regular gross monthly earnings per employee by institutional sector of the economy



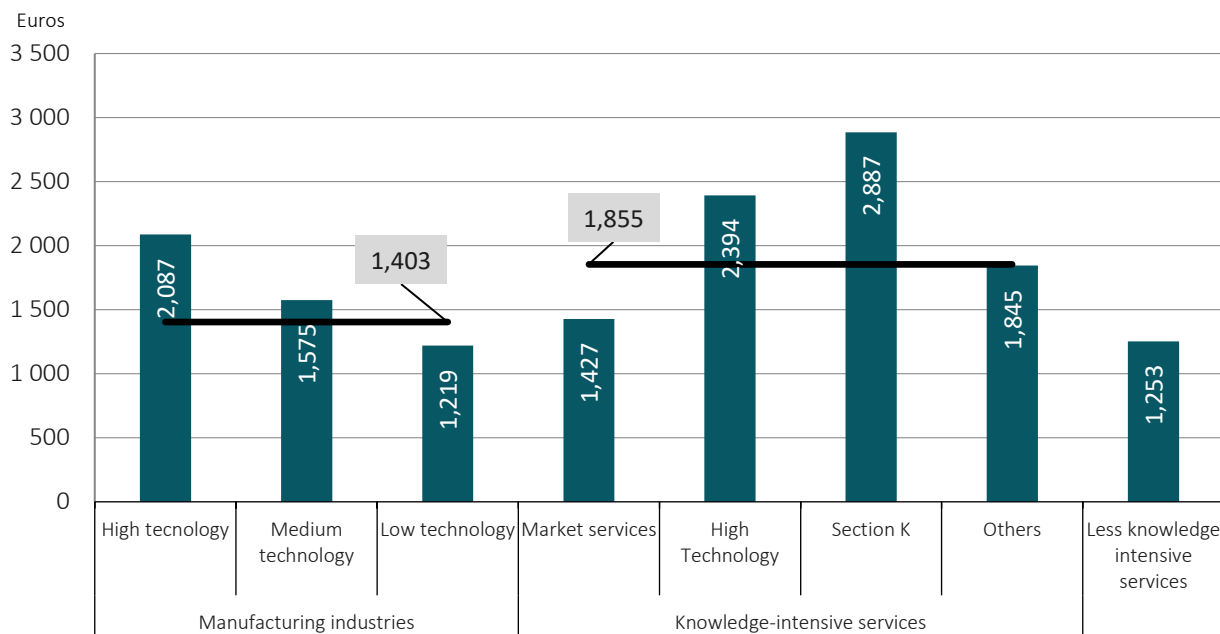
## 6. Earnings by use of technology and knowledge intensity

By the classification of economic activity of enterprises, it is possible to create groups according to their technology intensity (high, medium and low; for Manufacturing industries) and the intensity of knowledge (knowledge intensive and less-knowledge intensive; for Services) (note Figure 9).

In December 2021, the total gross monthly earnings per employee in the Manufacturing industries (Section C of NACE Rev. 2) was €1,403. Among these, it was in the high-technologic manufacturing industries that the highest total gross earnings (€2,087) were recorded, which corresponds to a year-on-year increase of 2.7% (below the sector’s total, 3.6%). In the low-tech manufacturing industries, the total earnings averaged €1,219 and registered the highest year-on-year rate of change in the sector (4.7% vs. 3.6%).

In the same month, the total gross monthly earnings per employee in Knowledge intensive services enterprises was €1,855, being the highest among Financial and insurance activities (€2,887). In both groups, the total gross earnings increased by 0.4%. In turn, the Market services enterprises recorded, simultaneously, the lowest total gross earnings (€1,427) and a year-on-year decrease (less 1.2%). Compared to December 2020, the total gross earnings of the Less knowledge intensive enterprises increased above Services’ total (3.0% vs. 1.3%), reaching €1,253.

Figure 9. Number of employees and gross monthly earnings per employee (total) by technology intensity and knowledge intensity in December 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; **Market services:** includes NACE Rev. 2 divisions: 50, 51, 69 to 71, 73, 74, 78 and 80; **High-technology services:** includes NACE Rev. 2 divisions: 59 to 63 and 72; **Financial and insurance activities:** includes NACE Rev. 2 divisions: 64 to 66; **Other knowledge intensive services:** includes NACE Rev. 2 divisions: 58, 75 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.

## 7. Summary of annual results

Figure 10 shows the total gross monthly earnings per employee in 2021 and the rate of change in earnings in the period 2014 to 2021. From 2014 to 2021, total earnings increased by 16.0%, to €1,361. In the same period, the Minimum Wage increased by 37.1%<sup>8</sup>.

**Figure 10: Total gross monthly earnings per employee in 2021 and the rate of change since 2014 by economic activity (NACE-Rev. 2), employment size class and the institutional sector of the economy (public and private).**



**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.

In the figure, it is possible to identify four quadrants/groups of enterprises: those with above-average earnings and with increases above the economy's total (Q1); those with below-average earnings, but with increases above the economy's total (Q2); those with earnings below the economy's average and which grew below the total economy's total (Q3); and those with above-average earnings, but which grew below the economy's total (Q4):

<sup>8</sup> In 2014, the Minimum Wage was €485 from January to September having increased to €505 in October.



- In Q1, the activities of Mining and quarrying, with total gross earnings of €1,653 in 2021 and an increase of 29.5% compared to 2014, stand out.
- In Q2, the smaller enterprises, namely those from 1 to 4 employees, which recorded the largest increase in earnings from 2014 to 2021 (29.9%), to €885, stands out. Also in this group, they are included the enterprises in the activities of Agriculture, forestry and fishing (€855; 26.9%), in Accommodation and food service activities (€881; 23.6%), and in the private sector (€1,245; 18.0%).
- In Q3 (earnings average and growth below the economy's total), the enterprises in Construction activities (€1,008; 14.9%) and in the activities of Water supply; sewerage, waste management and remediation activities (€1,248; 12.6%) stand out.
- In Q4, the Public Administration (€1,911; 14.9%), the largest enterprises, with 500 or more employees (€1,634; 11.3%), and those in Financial and insurance activities (€2,602; 9.2%) and in the activities of Electricity, gas, steam and air conditioning supply (€3,091; 8.8%) stand out.



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                 |                        |                     | %                   |                      |                        |                     |
| <b>2021</b> |                            |                      |                        |                     |                     |                      |                        |                     |
| December    | 4,304.5                    | 1,507                | 1,103                  | 1,036               | 4.1                 | 1.9                  | 2.3                    | 2.3                 |
| November    | 4,297.2                    | 1,434                | 1,104                  | 1,037               | 3.9                 | 2.2                  | 2.4                    | 2.4                 |
| October     | 4,270.7                    | 1,248                | 1,106                  | 1,039               | 3.7                 | 2.6                  | 2.1                    | 2.1                 |
| September   | 4,259.8                    | 1,302                | 1,104                  | 1,037               | 3.6                 | 2.8                  | 2.1                    | 2.0                 |
| August      | 4,245.1                    | 1,453                | 1,104                  | 1,037               | 3.6                 | 3.4                  | 2.5                    | 2.4                 |
| July        | 4,219.2                    | 1,445                | 1,106                  | 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                 |
| <b>2020</b> |                            |                      |                        |                     |                     |                      |                        |                     |
| December    | 4,136.8                    | 1,478                | 1,079                  | 1,012               | - 1.9               | 3.9                  | 3.5                    | 3.4                 |

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

Table 1a: Number of employees and gross monthly earnings per employee (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                 |                        |                     | %                   |                      |                        |                     |
| 2021     | 4,206.2             | 1,361                | 1,106                  | 1,039               | 2.1                 | 3.4                  | 3.1                    | 3.0                 |
| 2020     | 4,118.1             | 1,315                | 1,073                  | 1,009               | - 1.0               | 3.0                  | 3.3                    | 3.3                 |
| 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                 |

Source: Calculations by Statistics Portugal using the DMR/SS and the RC/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 (*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 2021.

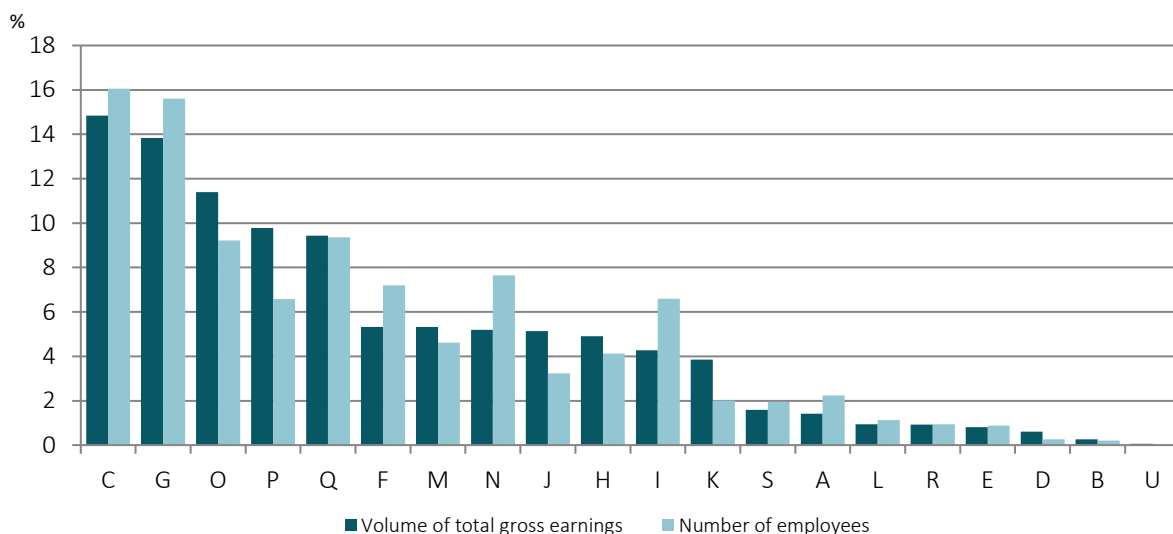
Each employee is counted as many times as the **number of jobs** reported to the SS and CGA. For example, an employee with two jobs in two different enterprises is counted twice. Therefore, the total number of employees corresponds to the total number of jobs. Besides, in the information from the SS 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.



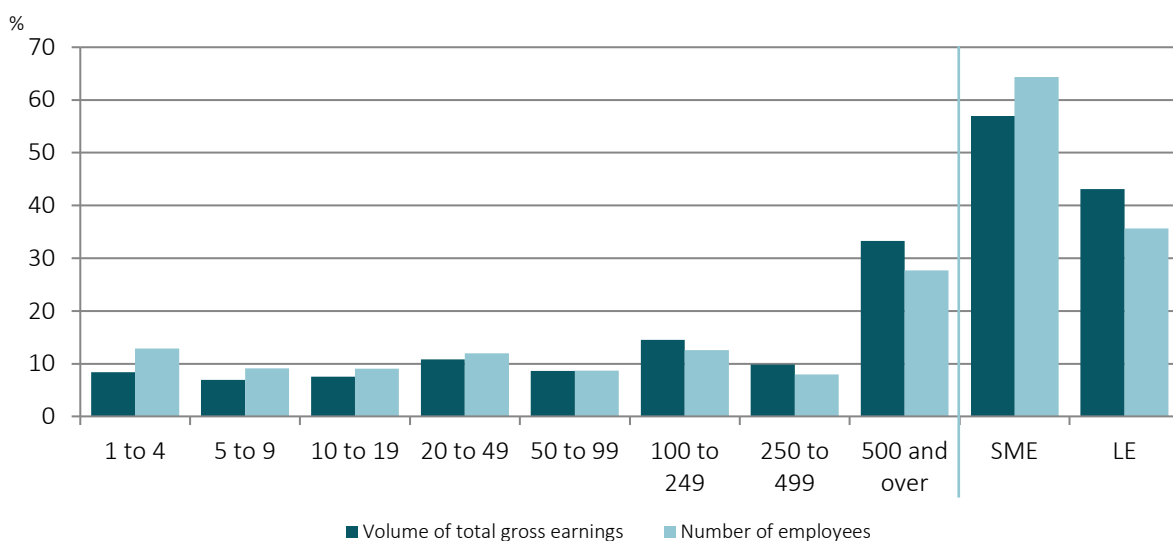


## Distribution of the total gross earnings (volume) and the number of employees by economic activity (NACE Rev. 2) in 2021



**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.

## Distribution of the total gross earnings (volume) and the number of employees by enterprise size in 2021



**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 (S13 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 September 2021 - main indicators -

|   | Unit      | July 2021 | August 2021 | September 2021 |
|---|-----------|-----------|-------------|----------------|
| Number of enterprises                       |           | 0.1       | 0.6         | 2.2            |
| Number of employees                         | Thousands | - 0.5     | 2.2         | 18.5           |
| Total gross monthly earnings per employee   |           | 0         | 2           | 2              |
| Regular gross monthly earnings per employee | Euros     | 1         | 1           | 0              |
| Base gross monthly earnings per employee    |           | 0         | 0           | - 2            |
| Number of enterprises (y-o-y)               |           | 0.0       | 0.2         | 0.6            |
| Number of employees (y-o-y)                 |           | 0.0       | 0.1         | 0.4            |
| Total gross monthly earnings per employee   | pp        | 0.0       | 0.1         | 0.2            |
| Regular gross monthly earnings per employee |           | 0.0       | 0.0         | 0.0            |
| 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 (only available in Portuguese).

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 January 2021.

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**Next Press Release** – 12<sup>th</sup> of May of 2022

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