

13 February 2026

GROSS MONTHLY EARNINGS PER EMPLOYEE

December 2025

IN REAL TERMS, THE GROSS MONTHLY EARNINGS PER EMPLOYEE INCREASED BY 2.8%. IN 2025, IT HAS INCREASED BY 3.2% AND THE GROSS BASE EARNINGS STOOD AT €1,277

The total gross monthly earnings per employee (per job¹) increased by 5.1%, to €1,877, in the quarter ended in **December 2025** (4th quarter of the year), compared to the same period of 2024. The regular and the base components of those earnings increased by 5.1% and 5.4%, reaching €1,370 and €1,282, respectively. In real terms, considering the Consumer Price Index change, the total gross monthly earnings and its regular component both increased by 2.8%, and its base component increased by 3.0%. These results cover 4.9 million jobs, corresponding to Social Security beneficiaries and to *Caixa Geral de Aposentações* subscribers, an increase of 1.9% from the same period of 2024.

Compared to December 2024, the total gross monthly earnings increased in almost all dimensions of analysis of this Press release (economic activity, enterprise size, institutional sector, use of technology and knowledge intensity). The largest increases were observed in the “Agriculture, farming of animals, hunting and forestry” activities (section A; 13.4%), in enterprises of 5 to 9 employees (6.1%), in the private sector (5.3%), and in enterprises in “Low-technology manufacturing industries” (5.6%).

In **2025**, the gross monthly earnings per employee increased, compared to 2024, to €1,694 (5.6%), the regular component increased to €1,365 (5.4%), and the base monthly earnings to €1,277 (5.2%). In real terms, the rate of change increased by 3.2%, 3.0% and 2.8%, respectively.

1. GROSS MONTHLY EARNINGS PER EMPLOYEE AND BY EARNINGS COMPONENTS

In December 2025², the **total gross monthly earnings** per employee (per job¹) increased by 5.1% (Figure 1), from €1,786 in December 2024 to €1,877 one year after. This change was lower than the one observed in September 2025 (5.4%).

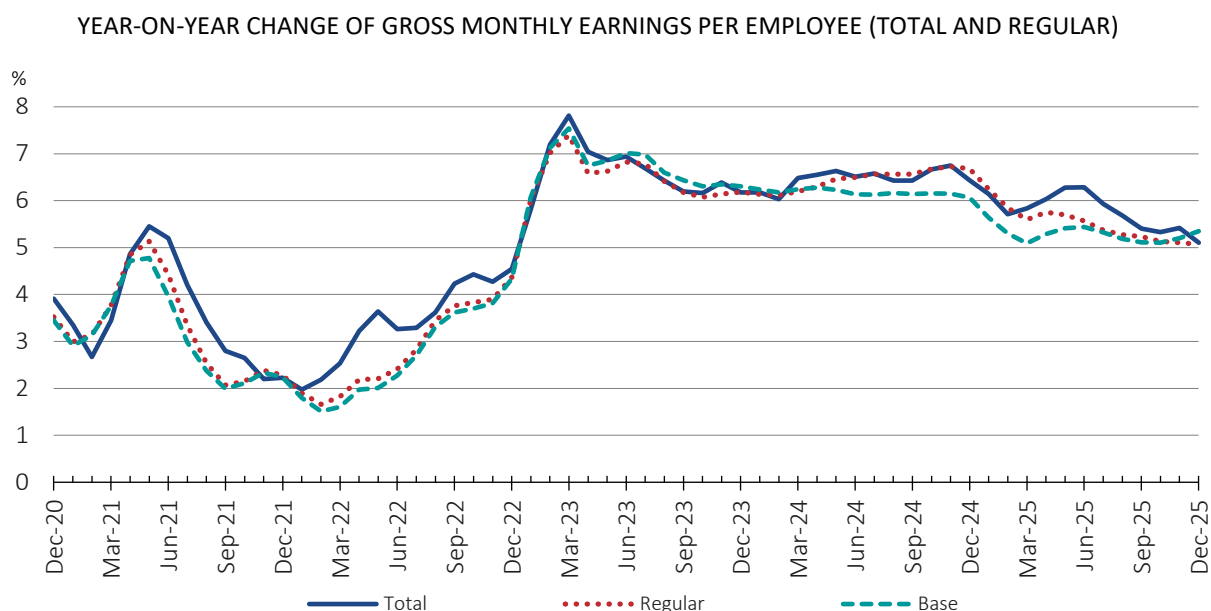
¹ Each employee is counted as many times as the number of jobs reported to the Social Security and to CGA (*Caixa Geral de Aposentações*), thus the total of employees corresponds to the total of jobs. For more details, see the Technical Note at the end of this Press Release.

² The monthly data analysed in this Press Release refer to moving quarters ended in the reference month (for example, the December 2025 estimates correspond to the 4th quarter of 2025), and the series starts in March 2014 (1st quarter of 2014). The last three reference months are subject to regular revisions as stated in the Technical Note at the end of this Press Release.

The **regular gross monthly earnings** per employee exclude, among other earnings components, the Christmas, and Holidays allowances and, thus, has a less seasonal behaviour³. In December 2025, it stood at €1,370, while one year earlier it had been €1,304, corresponding to an increase of 5.1%. This growth was 0.1 percentage points (pp) lower than in September 2025.

The **base⁴ gross monthly earnings** per employee increased by 5.4%, from €1,217 in December 2024 to €1,282 one year after. This change was higher than the one observed in September 2025 by 0.3 pp.

Figure 1



Adjusting for the inflation measured by the Consumer Price Index (CPI) rate of change, of 2.2% in the quarter ended in December 2025, the year-on-year real rates of change of the analysed gross earnings (total, regular and base) were, respectively: 2.8%, 2.8%, and 3.0% (Figures 2, 3 and 4). Compared to the quarter ended in September 2025, there was a deceleration in prices (with the year-on-year variation rates changing from 2.6% to 2.2%) and an acceleration in real earnings (for instance, from 2.4% to 3.0% in the base earnings).

³ For a more detailed description of the earnings components included in the total and in the regular earnings, see the Technical Note at the end of this Press Release.

⁴ For more information about the differences between the earnings components, see the Technical Note at the end of this Press Release.

Figure 2

YEAR-ON-YEAR CHANGE OF TOTAL GROSS MONTHLY EARNINGS PER EMPLOYEE (NOMINAL AND REAL)

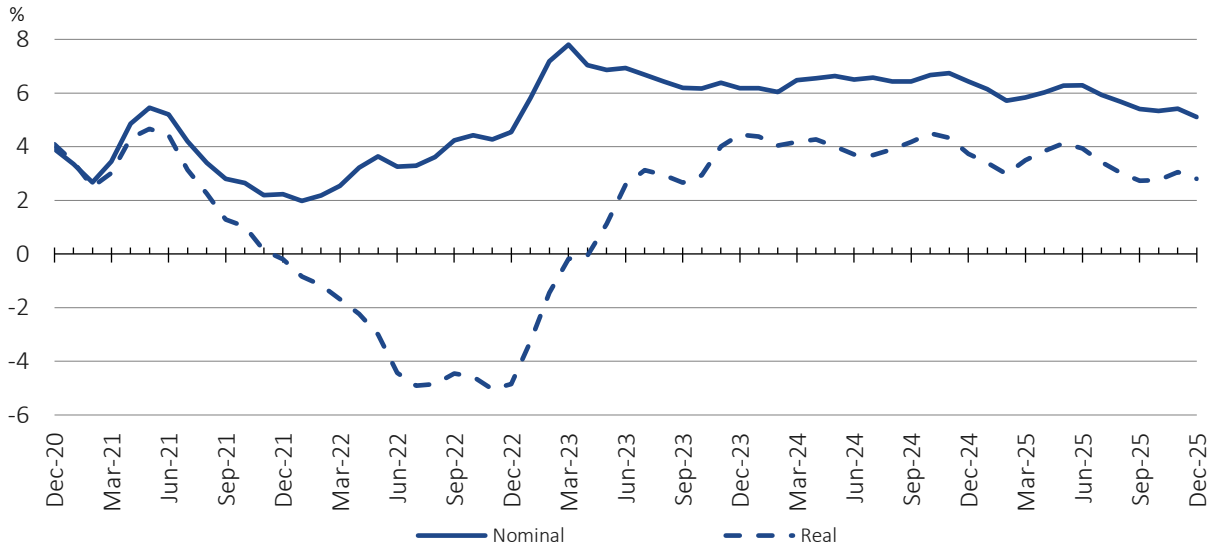


Figure 3

YEAR-ON-YEAR CHANGE OF REGULAR GROSS MONTHLY EARNINGS PER EMPLOYEE (NOMINAL AND REAL)

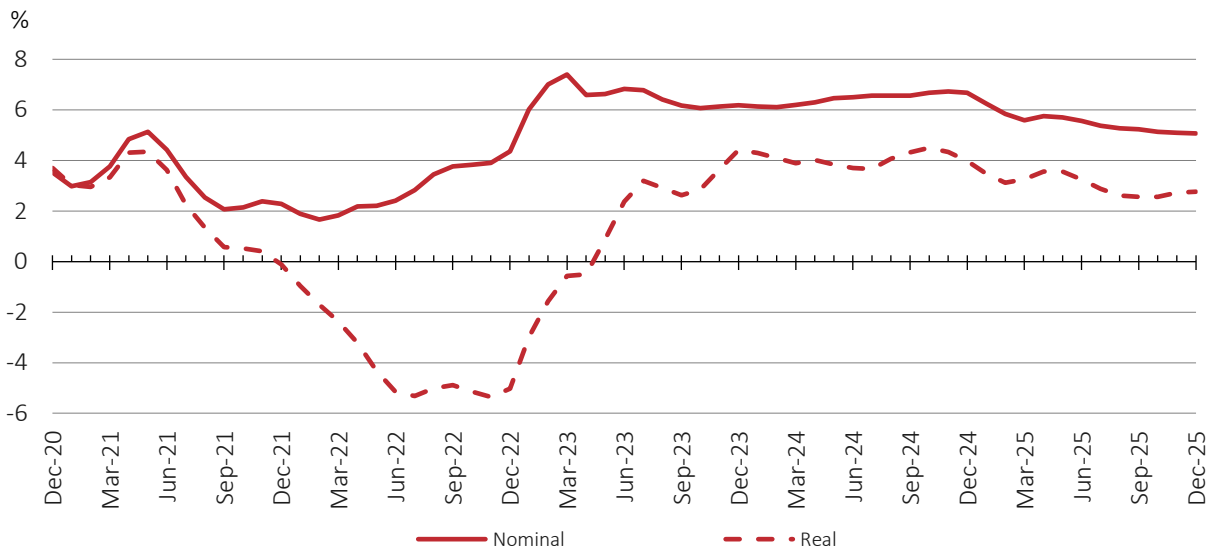
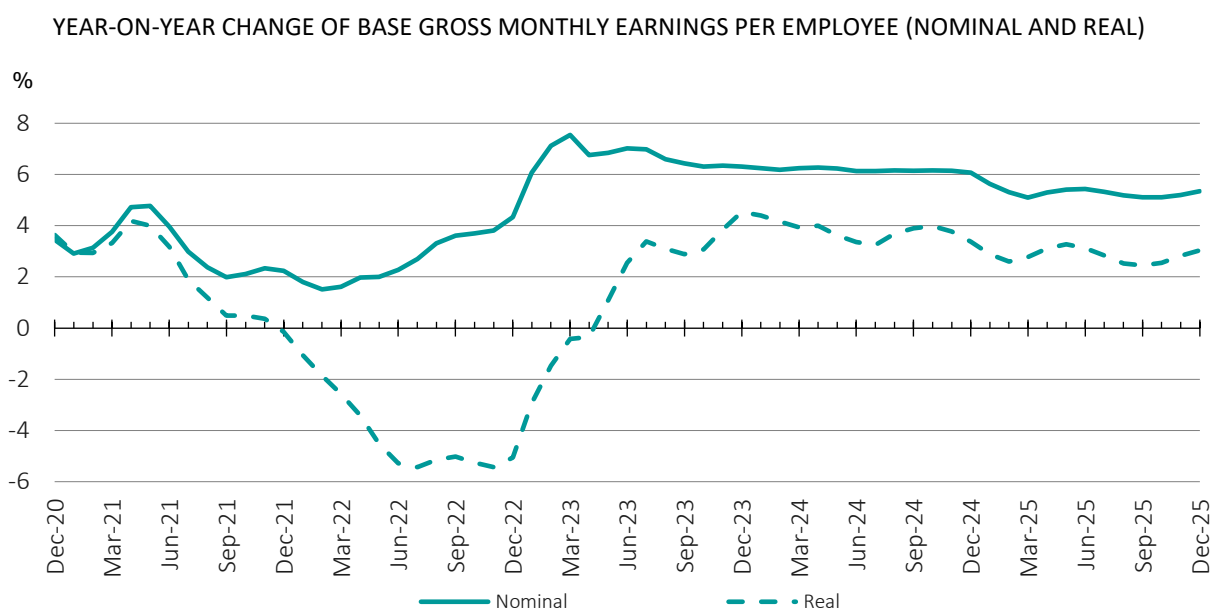


Figure 4



In 2025, the gross monthly earnings per employee stood at €1,694, increasing by 5.6% in nominal terms and by 3.2% in real terms (in 2024, the total earnings had increased by 6.5% in nominal terms and by 3.9% in real terms). In the same period, the annual average of the regular gross monthly earnings per employee was €1,365, which corresponded, respectively, to a nominal and real increase of 5.4% and 3.0% (in 2024, it had increased by 6.5% in nominal values and by 4.0% in real values). Still in 2025, the annual average of the base gross monthly earnings per employee stood at €1,277, having increased by 5.2% in nominal terms and by 2.8% in real terms (in 2024, it had increased by 6.1% and 3.6%, respectively). In 2025, the CPI had a positive rate of change of 2.3% (it had been 2.4% in 2024).

2. GROSS EARNINGS BY ECONOMIC ACTIVITY

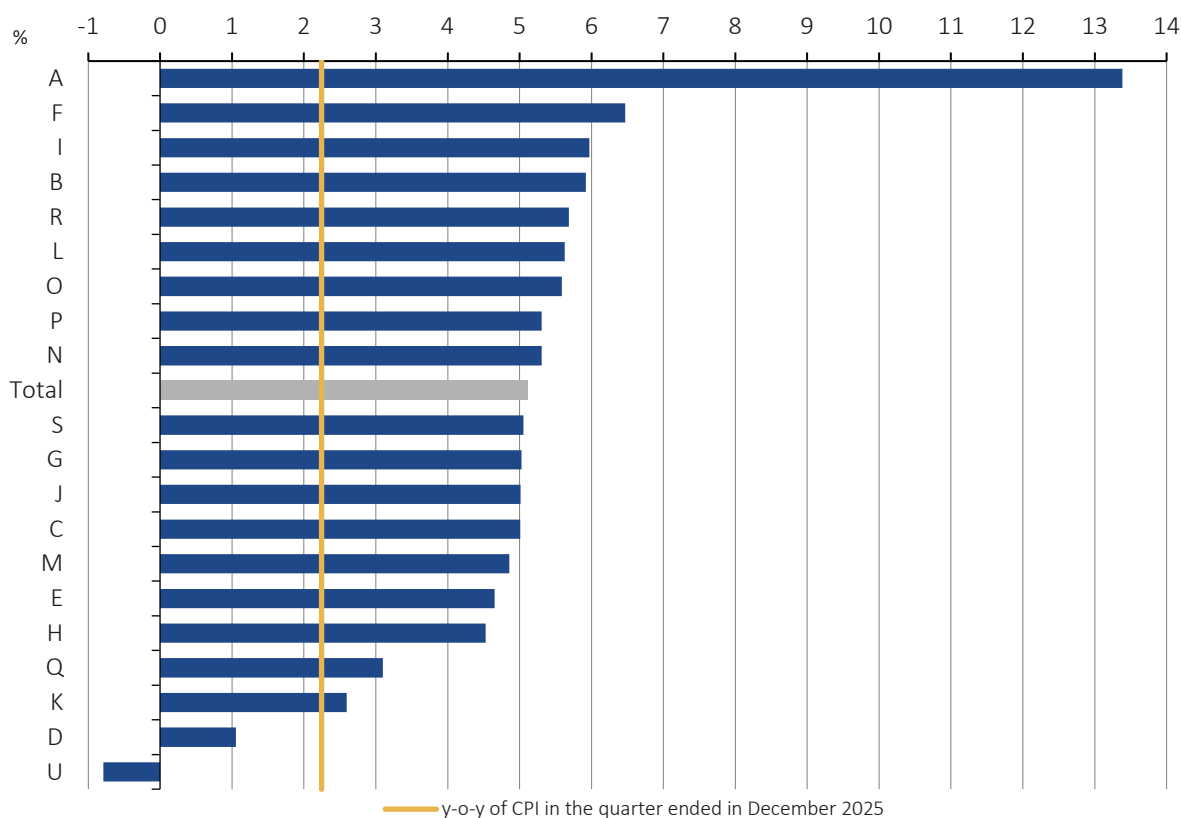
In December 2025, the total earnings per employee (per job) ranged from €1,184 in the activities of “Agriculture, farming of animals, hunting and forestry” (section A) to €3,859 in the activities of “Electricity, gas, steam, cold and hot water and cold air” (D) (Table 2 of the Annex file). The regular earnings also registered the lowest value in section A (€930), while the base earnings had the lowest value in the “Administrative and support service activities” (N; €889). The activities of section D registered the highest value in the regular and base components: €2,804 and €2,585, respectively.

Compared to the same month of 2024, the largest relative increases in total earnings were observed in section A (13.4%) and in the activities of “Construction” (F; 6.5%), while a year-on-year decrease occurred in the “Activities of extraterritorial organisations and bodies” (U; minus 0.8%) (Figure 5). In real terms, after adjusting for the CPI

rate of change, all sections of the Statistical Classification of Economic Activities (NACE) had positive changes from December 2024, except section D (minus 1.2%) and section U (minus 3.0%).

Figure 5

YEAR-ON-YEAR CHANGE OF TOTAL GROSS MONTHLY EARNINGS PER EMPLOYEE BY
 ECONOMIC ACTIVITY (NACE REV. 2) IN SEPTEMBER 2025⁵



Note: 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.

⁵ The difference between the year-on-year change of the Consumer Price Index (vertical line) and the year-on-year change of earnings (horizontal bars), represented in this chart for quarters ending in the reference months, does not correspond exactly to the year-on-year change in earnings in real terms given the way in which these are computed, which considers, in addition to the monthly evolution of prices, the relative weight of each month's earnings in the quarter's total. Even so, the figure makes it possible to identify, with a good approximation of the results, the economic activities that registered higher/lower real variations in earnings. The exact real changes are presented in the Annex files of this Press Release.

The largest year-on-year increases of the regular earnings were recorded in section A (12.0%) and in section F (6.4%), while section U was the only one with a negative year-on-year change (0.1%). On the other hand, the largest year-on-year increases in base earnings occurred in section A (11.5%) and in the activities of “Human health and social work activities” (Q; 6.3%), having the section U also observed a decrease in this component (0.4%).

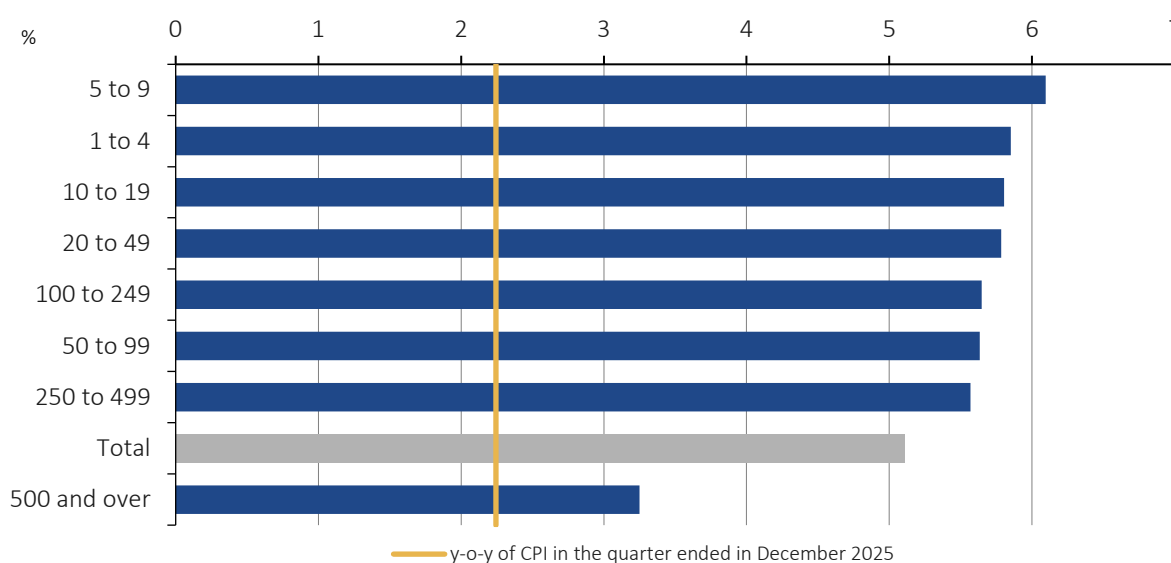
In 2025, the gross monthly earnings ranged from €1,086 in the activities of “Agriculture, farming of animals, hunting and forestry” (A) and €3,476 in the “Electricity, gas, steam and air conditioning supply” activities (D). Compared to 2024, the highest increase occurred in section A (11.2%) and in the “Public administration and defence; compulsory social security” activities (O; 6.9%) and the lowest in the activities of section D (1.5%). In real terms, the total earnings increased in all activities except for sections U and D, having decreased by 0.7% and 0.8%, respectively.

3. GROSS EARNINGS BY ENTERPRISE SIZE

In December 2025, the average values from the total earnings ranged from the enterprise size class of 1 to 4 employees (€1,299) to the size class of 500 employees and over (€2,250). The regular and the base earnings were lower in the size class of 1 to 4 employees (€1,003 and €989, respectively) and higher in the size class of 250 to 499 employees (€1,609 and €1,497, respectively) (Table 3 of the Annex file).

Figure 6

YEAR-ON-YEAR CHANGE OF TOTAL GROSS MONTHLY EARNINGS PER EMPLOYEE BY ENTERPRISE SIZE CLASS
 IN SEPTEMBER 2025⁶



⁶ See footnote of Figure 5.

Considering the year-on-year change, total earnings increased across all enterprise size classes, with the largest variation occurring in enterprises with 5 to 9 employees (6.1%) and the smallest in those with 500 employees and over (3.3%). The real total earnings have also increased in all enterprise size groups (Figure 6).

Regarding regular and base earnings components, the highest year-on-year positive changes, of 6.1% and 6.0%, respectively, were observed in enterprises with 5 to 9 employees, while the lowest changes, of 3.1% and 4.4%, occurred in enterprises with 500 employees and over.

In 2025, the gross monthly earnings ranged from €1,144, in enterprises with 1 to 4 employees, to €2,030, in enterprises with 500 employees and over. The highest annual increase (6.2%) was observed in the enterprises of 50 to 99 employees and in the enterprises of 1 to 9 employees (6.1%), while the lowest (4.7%) was registered in enterprises of 250 to 499 employees. In real terms, the total earnings increased in all enterprise size classes.

4. GROSS EARNINGS BY INSTITUTIONAL SECTOR

The total earnings per employee (per job) of the institutional sector of Public Administration (PA) (as defined by the National Accounts)⁷ increased by 4.3%, from €2,574 in December 2024 to €2,686 one year after. In the same period, the regular component increased by 4.3%, from €1,863 to €1,942, while the base earnings increased by 5.7%, from €1,701 to €1,798 (Figures 7 and 8). In real terms, in the PA, the total, regular and base earnings increased by 2.1%, 2.0% and 3.3%, respectively.

In the private sector, which covers 84.0% of the economy's employees (jobs), the total earnings recorded a year-on-year positive change of 5.3%, from €1,637 in December 2024 to €1,723 one year after. The regular and base components increased by 5.2%, from €1,199 to €1,262 and from €1,126 to €1,184, respectively. In this sector, real year-on-year increases were observed in the three earnings components: 3.0% in total, 2.9% in regular and 2.9% in base earnings.

The average earnings differences between the public and private sector reflect, among others, differences in the tasks performed, in the employees' age composition (with an impact on the accumulation of human capital and professional experience) and qualifications. Thus, it is observed that employees in the public sector have, on average, a higher educational level⁸: in the public sector, 56.4% of the employees had completed tertiary education (25.9% in the private sector), 27.6% had upper secondary education (35.0% in the private sector), and 16.0% had, at most, the lower secondary education (39.1% in the private sector).

⁷ The institutional sector is as defined in the Technical Note at the end of this Press Release. It should be noted that the universe of entities that compose the institutional sector of the Public Administration is subject to updates twice a year.

⁸ For the public sector, data released by the Directorate General for Administration and Public Employment (DGAEP) is mentioned, whose coverage is close to the public sector defined here, referring to 30 June 2025 and covering the entire country. For the private sector, the percentages were calculated based on the "Lists of Personnel", for 2023 excluding the employees with unknown educational level, made available by the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security.

Figure 7

GROSS MONTHLY EARNINGS PER EMPLOYEE (TOTAL, REGULAR AND BASE) BY
INSTITUTIONAL SECTOR OF THE ECONOMY IN SEPTEMBER 2025

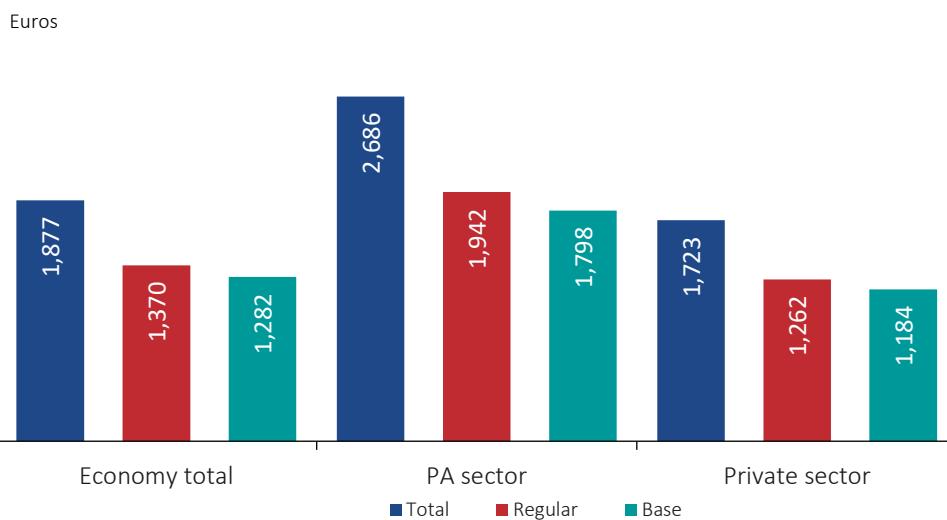
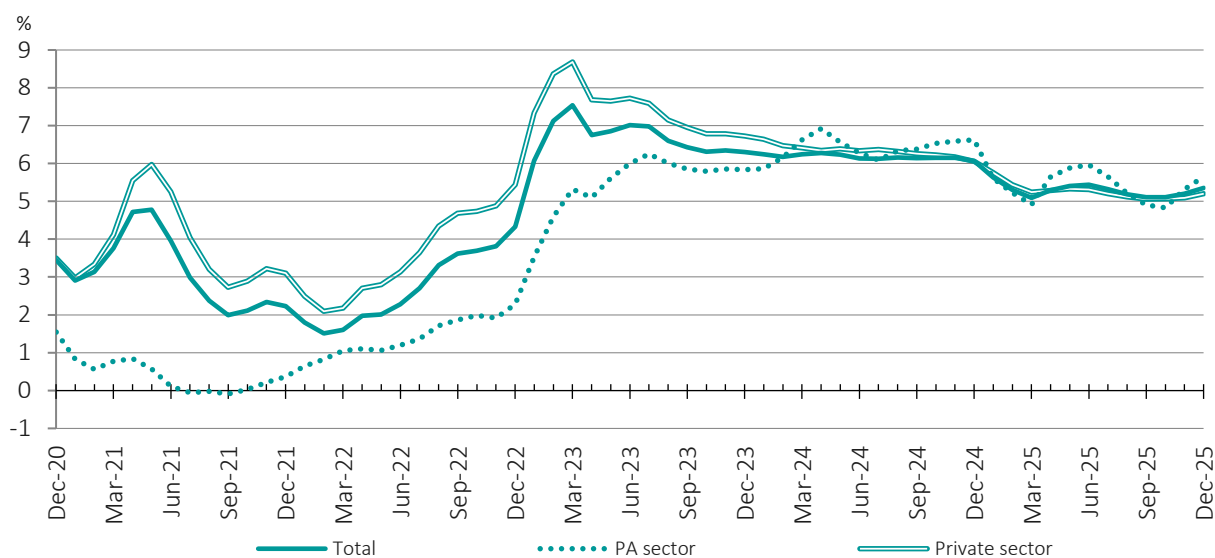


Figure 8

YEAR-ON-YEAR CHANGE OF BASE GROSS MONTHLY EARNINGS PER EMPLOYEE BY
INSTITUTIONAL SECTOR OF THE ECONOMY



In 2025, the total earnings of the PA increased by 6.3%, from €2,244 in 2024 to €2,386 a year after. This increase was lower than in the previous year (8.0%) but higher than in the private sector of the economy (5.4%, from €1,483 to €1,563). Considering the effect of inflation, in real terms, the total earnings of PA increased by 3.9% from 2024 to 2025, after increasing by 5.4% between 2023 and 2024. In the private sector, the real annual increase in 2025 was 3.0%, lower than the real increase observed a year earlier (3.7%).

5. EARNINGS BY USE OF TECHNOLOGY AND KNOWLEDGE INTENSITY

By using the economic activity classification 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”) (see note of Figure 9).

In December 2025, the total gross monthly earnings per employee (per job) in the “Manufacturing industries” (Section C of NACE Rev. 2) was €1,768, corresponding to a year-on-year increase of 5.0%. In this section, the highest total gross earnings were observed in the “High-technology manufacturing industries” (€2,589), to which corresponded a year-on-year increase of 2.5%, the lowest in the “Manufacturing industries”.

In the same month, the total gross monthly earnings per employee in “Knowledge intensive services enterprises” was €2,314, being higher among “Financial and insurance activities” (€3,250) and lower in the “Market services” enterprises (€1,895). These earnings increased, in the year-on-year comparison, by 4.3%, 2.6% and 4.3%, respectively.

Compared to December 2024, the average total gross earnings of the “Less knowledge intensive enterprises” increased by 5.3%, above the change observed in Services (4.9%), reaching €1,567.

Considering the inflation, in the “Manufacturing industries” a year-on-year increase of 2.7% in the total earnings was observed, having the largest change by technology intensity been observed in the “Low-technology manufacturing industries” (3.3%) and the lowest in the “High-technology manufacturing industries” (0.3%). Considering the knowledge intensity of services, the changes ranged between 0.4% in the “Financial and insurance activities” and 3.0% in the “Less knowledge intensive services”. Globally, there was a real increase in total earnings among “Services” enterprises (2.6%).

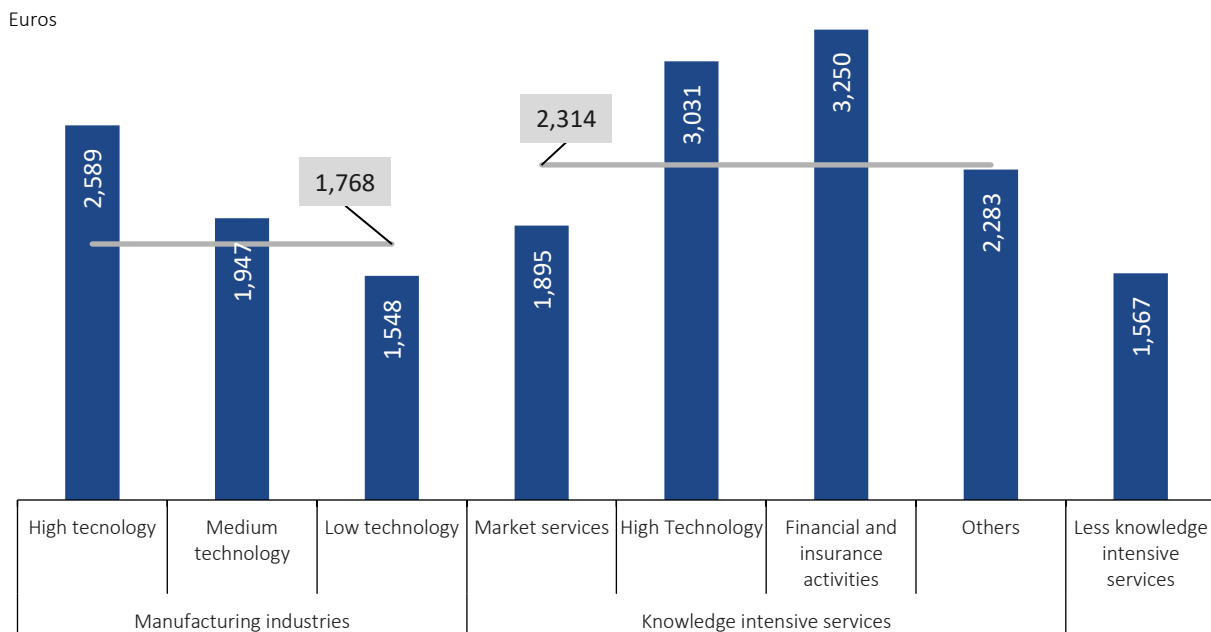
In 2025, total gross monthly earnings per employee in the activities of “Manufacturing industries” ranged between €1,394 in the “Low-technology manufacturing industries” and €2,321 in the “High-technology manufacturing industries”, with an average value of €1,593. The annual increase of total earnings in these enterprises was, respectively, 6.1%, 5.6% and 5.5%.

In “Knowledge-intensive services”, the total earnings were, on average, €2,080, ranging between €1,732 in enterprises of “Market services” and €2,946 in enterprises of “Financial and insurance activities”. Between 2024 and 2025, these earnings increased, respectively, by 5.5%, 4.5% and 3.4%. At last, the total gross earnings of

enterprises of “Less knowledge intensive services” stood at €1,422, having increased by 5.4% when compared to 2024.

Figure 9

NUMBER OF EMPLOYEES AND GROSS MONTHLY EARNINGS PER EMPLOYEE (TOTAL) BY TECHNOLOGY INTENSITY AND KNOWLEDGE INTENSITY IN SEPTEMBER 2025



Note: The groups presented correspond to sets of NACE Rev. 2 divisions, namely: **High-technology manufacturing industries:** 21 and 26; **Medium-technology manufacturing industries:** 19, 20, 22 to 25, 27 to 30 and 33; **Low-technology manufacturing industries:** 10 to 18, 31 and 32; **Knowledge intensive services:** 50, 51, 58 to 63, 64 to 66, 69 to 75, 78, 80 and 84 to 93; **Market services:** 50, 51, 69 to 71, 73, 74, 78 and 80; **High-technology services:** 59 to 63 and 72; **Financial and insurance activities:** 64 to 66 (section K); **Other knowledge intensive services:** 58, 75 and 84 to 93; **Less knowledge intensive services:** 45 to 47, 49, 52, 53, 55 to 56, 68, 77, 79, 81, 82, 94 to 99.

6. SUMMARY OF ANNUAL RESULTS

Figures 10 and 11 show, respectively, the total gross and real monthly earnings per employee in 2025 and the rate of change in earnings in the period from 2014 to 2025. In this period, total earnings increased by 44.4%, from €1,173 to €1,694 and the Minimum Wage increased by 79.4%, from €485 to €820⁹. In real terms, the total earnings increased by 16.5%, while the Minimum Wage increased by 44.7%¹⁰.

⁹ In 2014, the Minimum Wage was €485 from January to September and €505 from October to December.

¹⁰ The Minimum Wage was deflated to the mean prices of 2014.

In both figures, it is possible to identify four quadrants/groups of enterprises: those with above-average earnings and with increases above the average of the economy (Q1); those with below-average earnings, but with increases above the average of the economy (Q2); those with below-average earnings and which have grown below the average of the economy (Q3); and those with above-average earnings, but which have grown below the average of the economy (Q4):

- In Q1 (above-average earnings and rate of change), in 2024, the activities of “Mining and quarrying” (B) stand out, with total gross earnings of €2,176 and an increase of 70.4% when compared to 2014 (37.5% in real terms), and the “Human health and social work activities” (Q), with total earnings of €1,845 which corresponded to an increase of 61.3% when compared to 2014 (30.1% in real terms).
- In Q2 (below-average earnings and above-average rate of change) the smaller enterprises (up to 99 employees) can be found, those with 1 to 4 employees recording the largest increase in earnings from 2014 to 2025 (67.8% in nominal terms and 35.3% in real terms) and reaching €1,144. This quadrant also includes the private sector with total earnings of €1,563 in 2025, which corresponded to a nominal increase of 48.2% (19.5% considering the inflation).
- In Q3 (below-average earnings and rate of change) were, in 2024, only the enterprises in “Other service activities” (S) with the lowest earnings of the group (€1,343 in 2025), a nominal increase of 40.4% and a real increase of 13.3%, the enterprises in the “Water collection, treatment and distribution; sewerage, waste management and remediation activities” (E), with total earnings of €1,593 (nominal increase of 43.7%, 15.9% in real terms), and the “Arts, entertainment, sports and recreation activities” (R) with total earnings of €1,619, corresponding to a nominal increase, since 2014, of 38.4% (11.6% in real terms).
- In Q4 (above-average earnings and below-average rate of change), are the Public Administration enterprises (€2,386; with a nominal increase of 43.4% and a real increase of 15.6%), enterprises with 100 or more employees, of which the ones with 500 or more employees stand out (€2,030; up 38.2% in nominal terms and up 11.5% in real terms). It should also be noted that two economic sectors recorded a negative change from 2014 and 2025: the “Financial and insurance activities” (K; €2,946; up 23.6% in nominal terms and down 0.3% in real terms), and those in the activities of “Electricity, gas, steam and air conditioning supply” (D; €3,476; up 22.3% nominal and down 1.4% in real terms).

Figure 10

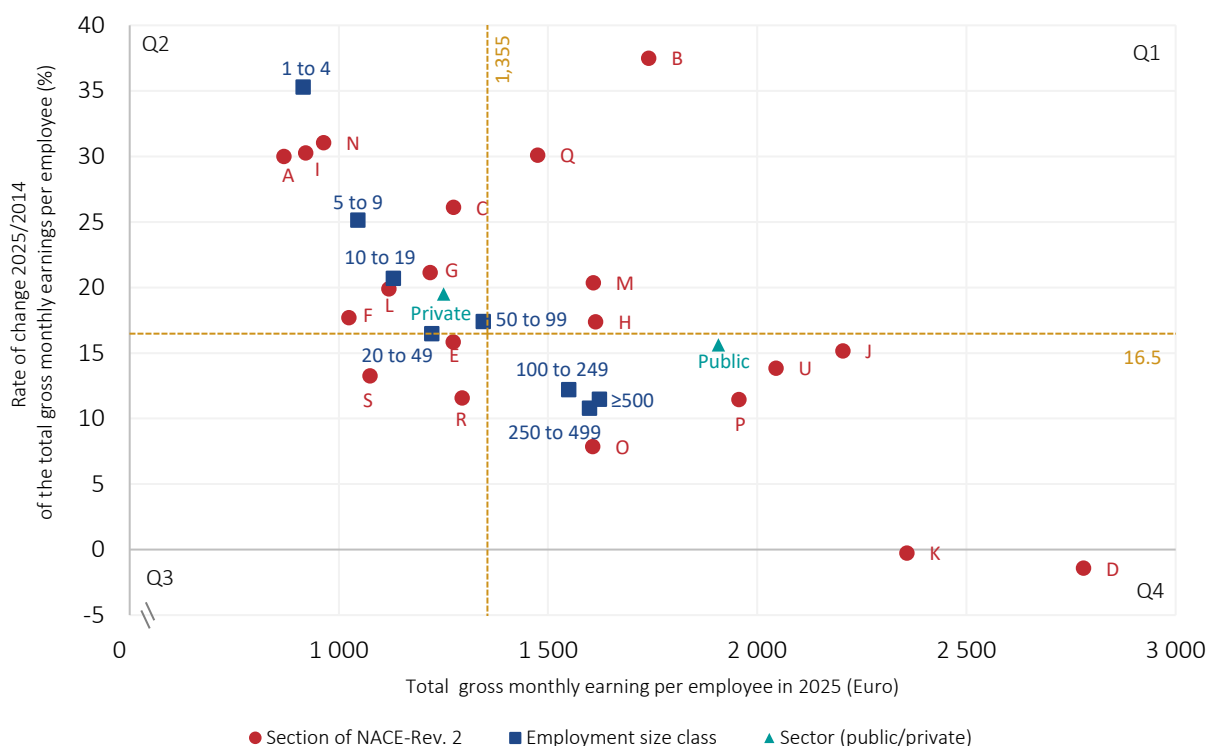
TOTAL GROSS MONTHLY EARNINGS PER EMPLOYEE IN 2024 AND RATE OF CHANGE SINCE 2014, IN NOMINAL TERMS, BY ECONOMIC ACTIVITY (NACE-REV. 2), EMPLOYMENT SIZE CLASS AND THE INSTITUTIONAL SECTOR (PUBLIC AND PRIVATE).



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.

Figure 11

TOTAL GROSS MONTHLY EARNINGS PER EMPLOYEE IN 2024 AND RATE OF CHANGE SINCE 2014, IN REAL TERMS, BY ECONOMIC ACTIVITY (NACE-REV. 2), EMPLOYMENT SIZE CLASS AND THE INSTITUTIONAL SECTOR (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.

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 Contributory Relation (*Relação Contributiva*) of *Caixa Geral de Aposentações (RC/CGA)*.

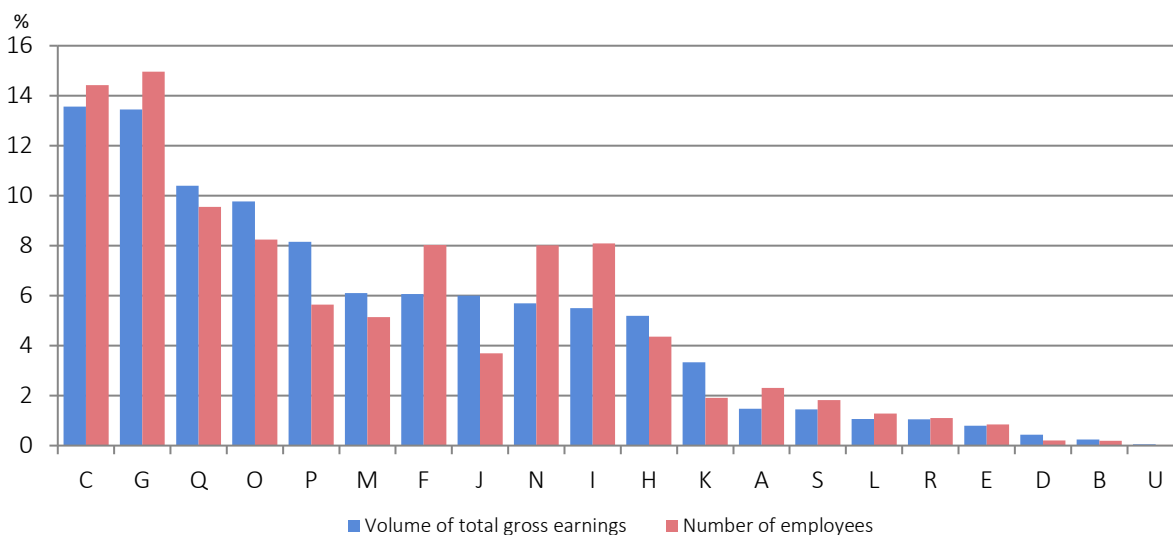
The **gross monthly earnings per employee** correspond to the ratio between the sum of all earnings paid by the enterprises and the total number of employees in those enterprises. Hence, its evolution reflects changes in the amount of earnings paid (for example, the payment of bonuses, holiday allowances 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 0.4% of enterprises and 0.1% of employees in 2024.

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.

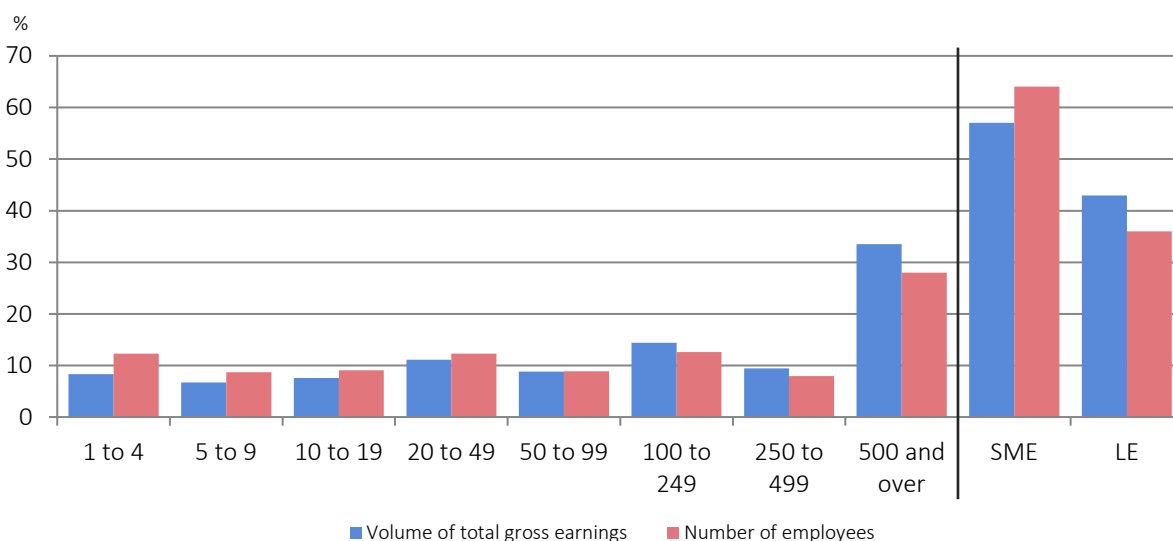
In the figures below, it is shown the percentage distribution of total gross monthly earnings (volume) and the number of employees by economic activity sector (NACE Rev. 2) and enterprise size class in 2024.

DISTRIBUTION OF THE TOTAL GROSS EARNINGS (VOLUME) AND THE NUMBER OF EMPLOYEES BY ECONOMIC ACTIVITY (NACE REV. 2) IN 2024



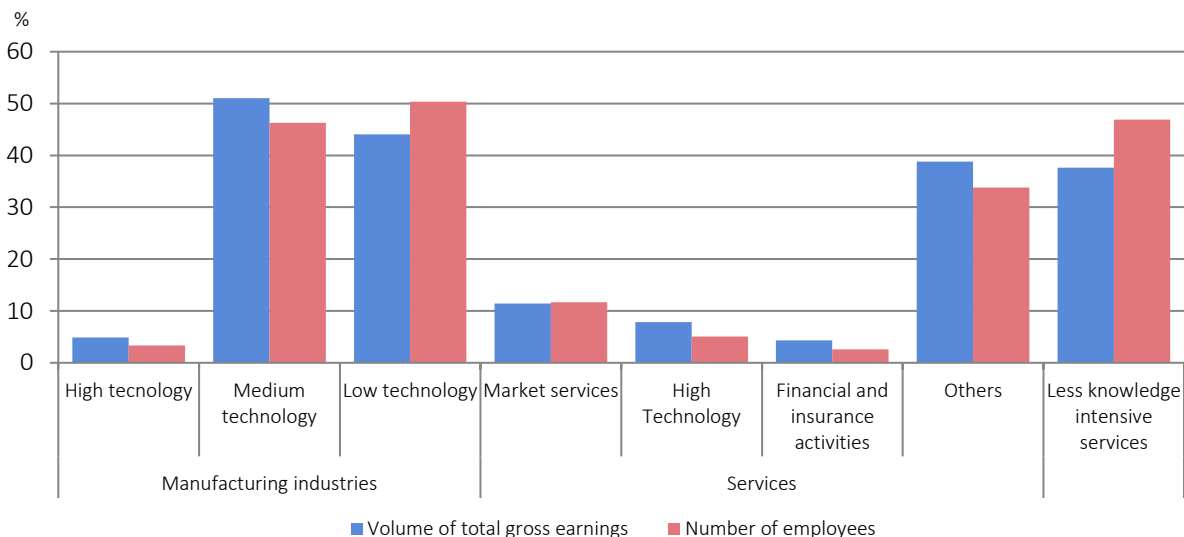
Note: Sections from NACE-Rev. 2: A: Agriculture, farming of animals, hunting and forestry; B: Mining and quarrying; C: Manufacturing; D: Electricity, gas, steam, cold and hot water and cold air; E: Water collection, treatment and distribution; sewerage, waste management and remediation activities; F: 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 2024



Note: SME: Small and Medium-size Enterprises (up to 249 employees); LE: Large-size Enterprises (250 employees and over).

DISTRIBUTION OF THE TOTAL GROSS EARNINGS (VOLUME) AND THE NUMBER OF EMPLOYEES BY TECHNOLOGY INTENSITY AND KNOWLEDGE INTENSITY IN 2024



Note: The groups presented correspond to sets of NACE Rev. 2 divisions, namely: **High-technology manufacturing industries:** 21 and 26; **Medium-technology manufacturing industries:** 19, 20, 22 to 25, 27 to 30 and 33; **Low-technology manufacturing industries:** 10 to 18, 31 and 32; **Knowledge intensive services:** 50, 51, 58 to 63, 64 to 66, 69 to 75, 78, 80 and 84 to 93; **Market services:** 50, 51, 69 to 71, 73, 74, 78 and 80; **High-technology services:** 59 to 63 and 72; **Financial and insurance activities:** 64 to 66; **Other knowledge intensive services:** 58, 75 and 84 to 93; **Less knowledge intensive services:** 45 to 47, 49, 52, 53, 55 to 56, 68, 77, 79, 81, 82, 94 to 99.

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

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 €6.00 (or €10.20, if paid in cash or a meal card) between January and December of 2025.

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 2024, it corresponded to 80.7% 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:

- Includes only the component “Base salary” of variable Nature of earnings (SS) and the component “Base earnings” if variable Type of earnings (CGA).
- In 2024, it corresponded to 75.6% of the total gross monthly earnings.

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.

Institutional sector

The variable “institutional sector” uses the classification “economic sector (public sector/private sector)”, corresponding the S13 sector to the Public Administration (PA) sector 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 three 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 disclosed in the previous Press Release
- main indicators -

	Unit	July 2025	August 2025	September 2025
Number of enterprises	Thousands	0.2	0.8	2.9
Number of employees		- 0.5	1.2	17.2
Total gross monthly earnings per employee	Euros	0	2	2
Regular gross monthly earnings per employee		0	0	- 2
Base gross monthly earnings per employee		0	0	- 3
Number of enterprises (y-o-y)	pp	0.0	0.1	0.6
Number of employees (y-o-y)		0.0	0.1	0.4
Total gross monthly earnings per employee		0.0	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	- 0.3

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 in Portuguese).

Together with this Press Release, an Excel file is published containing the analysed indicators and additional information. Due to rounding, the totals in tables and figures do not always match the sum of parts.

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