

13 May 2021

Tables 6, 7 and 8 were revised without impact on the analysis (November 12 of 2021)



Gross monthly earnings per employee

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

March 2021

Gross monthly earnings per employee increased by 3.1% in the quarter ended in march 2021, to €1,227

The gross monthly earnings per employee (per job) increased by 3.1% in the quarter ended in March 2021 (1st quarter), compared to the same period of 2020, to €1,227. The gross regular monthly earnings increased by 3.6% and the base earnings increased by 3.8%, which reached €1,106 and €1,041, respectively. In real terms, considering the Consumer Price Index, the relative changes of those gross monthly earnings were 2.7%, 3.2% and 3.4%, respectively. These data concern nearly 4.1 million of employees, corresponding to the Social Security's beneficiaries and the subscribers of *Caixa Geral de Aposentações*.

Comparing the COVID-19 pandemic year with the year before, the base gross monthly earnings per employee increased 3.2% for economy's total (2.7% in the year before), 2.3% among the enterprises that resort to layoff (2.5% in the year before) and 4.0% among the enterprises that never resort to layoff (3.8% in the year before). The number of employees decreased 1.9% (increased 3.5% in the year before) and the volume of earnings increased 1.3% (6.2% in the year before).

1. Introduction

Following the work that Statistics Portugal has been doing with the statistical use of data from the Monthly Statement of Earnings (DMR – *Declaração Mensal de Remunerações*) sent by enterprises¹ to the Social Security and the Contributive Relation (RC – *Relação Contributiva*) of *Caixa Geral de Aposentações* (CGA),² that represents an universe of 4.1 million of employees

(per job), in this Press Release we publish the gross monthly earnings per employee, total, regular and base, by economic activity, by enterprise size (number of employees) and by institutional sector³, up to the quarter ended in March 2021.

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

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

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

2. Gross monthly earnings per employee and components

In March 2021⁴, the gross monthly earnings per employee increased by 3.1% (Figure 1⁵), from €1,190 in March 2020 to €1,227 in March 2021. This change is 0.8 percentage points (pp) lower than the one observed in December 2020.

The regular gross monthly earnings per employee, which exclude, among other earnings components, the Christmas and Holidays allowances and, thus, have a less seasonal behaviour⁶, showed a relative change of 3.6%, from €1,067 in March 2020 to €1,106 in March 2021. This component registered a higher change compared to December 2020 (up 0.1 pp).

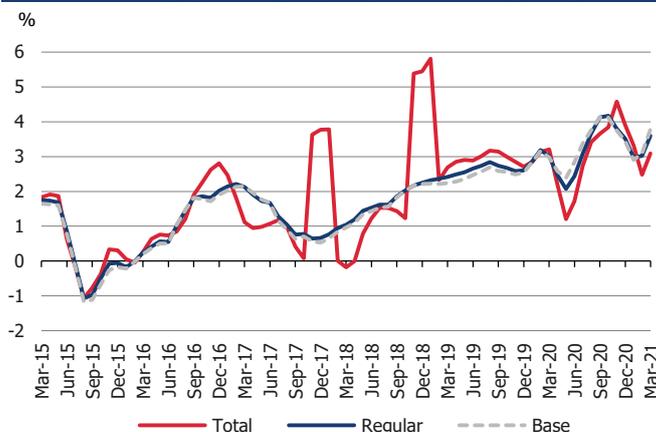
The base gross monthly earnings per employee, which only includes the base earnings, increased by 3.8%, from €1,003 in March 2020 to €1,041 in March 2021. This change was higher than the one observed in December 2020 (up 0.3 pp).

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

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

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

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



In real terms, that is, taking into account the inflation measured by the change of the Consumer Price Index (CPI) that was 0.4% in the 1st quarter of 2021, the gross earnings (total, regular and base) registered a year-on-year real increase of 2.7%, 3.2%, and 3.4% (Figures 2, 3 and 4).

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

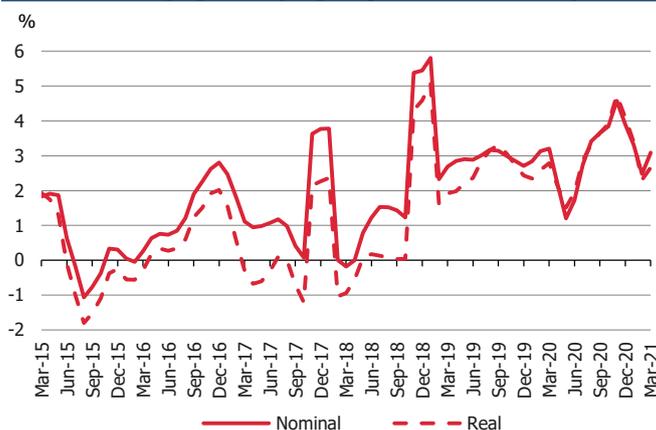


Figure 3: Year-on-year change of regular gross monthly earnings per employee (nominal and real)

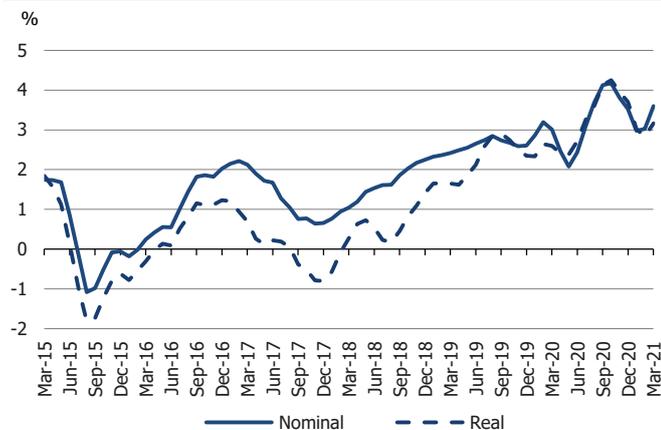
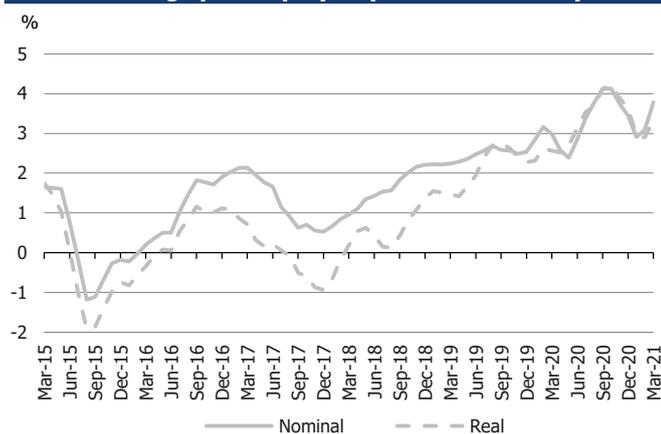


Figure 4: Year-on-year change of base gross monthly earnings per employee (nominal and real)



3. Gross earnings by economic activity⁷

In March 2021, the total earnings ranged from €769, in the activities of *Agriculture, farming of animals, hunting and forestry* (section A), to €3,218, in the activities of *Electricity, gas, steam and air conditioning supply* (D) (Table 2 of the Annex).

In turn, the regular earnings ranged from €693, in the activities of *Agriculture, farming of animals, hunting and*

forestry (A), to €2,552, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

Regarding the base earnings, it range from €671, in the activities of *Agriculture, farming of animals, hunting and forestry* (A), to €2,361, 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 *Electricity, gas, steam and air conditioning supply* (D; 7.3%), followed by *Administrative and support service activities* (N; 5.0%). On the other hand, the lowest increases were observed in the activities of *Public administration and defence; compulsory social security* (O, down 0.4%) and in activities of *Transportation and storage* (H, 0.2%) (Figure 5).

The larger increases of the regular earnings were observed in the *Administrative and support service activities* (N; 6.3%), in the activities of *Accommodation and food service activities* (I, 5.6%). The considerable change of this earnings, in this activity (I), was largely associated with the change in the wage structure as a result of the reduction by almost one-fifth (19.8%) in the number of employees, mainly among those with below average earnings. In fact, the volume of wages paid in this activity decreased by 12.8% compared to the same period in 2020.

On the other hand, the activities of *Public administration and defence; compulsory social security* (O) decreased by 0.7% (Figure 6).

⁷ The economic activity designations can be found in Table 2 of the Annex.

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

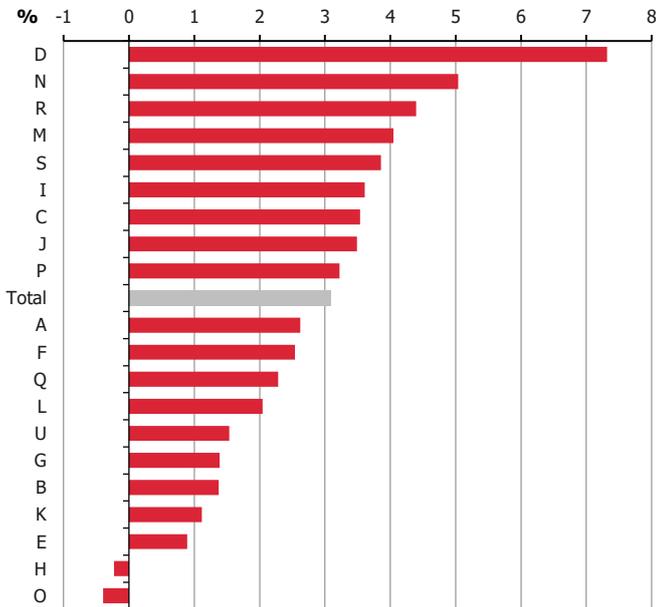
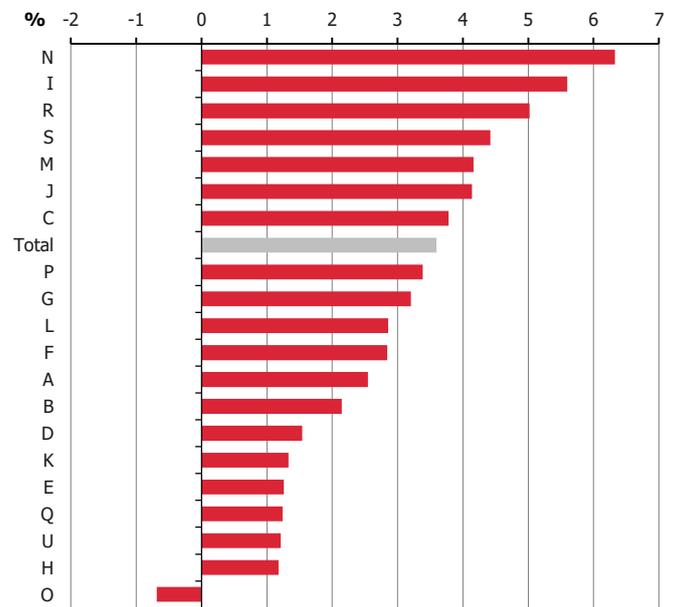
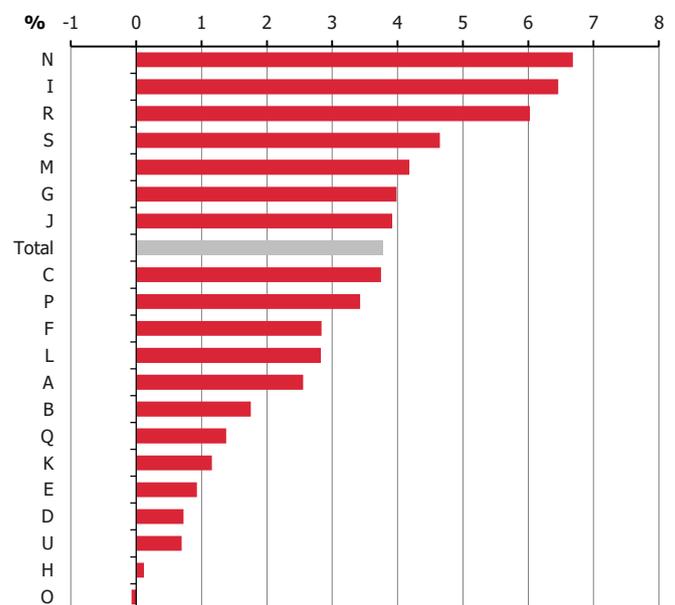


Figure 6: Year-on-year change of regular gross monthly earnings per employee by economic activity (NACE-Rev. 2) in March 2021



Regarding the base earnings, the activities with larger year-on-year increases were the *Administrative and support service activities* (N; 6.7%) and the activities of *Accommodation and food service activities* (I; 6.5%, as explained before). On the other hand, the lower annual change was observed in the activities of *Transportation and storage* (H; 0.1%). In the activities of *Public administration and defence; compulsory social security* (O), on the contrary, had a slight decrease of 0.1% (Figure 7).

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



4. Gross earnings by enterprise size

In March 2021, the total gross monthly earnings per employee ranged from €915, in enterprises with 1 to 4 employees, to €1,499, 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 observed in the size class of 1 to 4 employees (€764 and €755, respectively) and in the size class of 250 to 499 employees (€1,360 and €1,281, respectively).

Regarding to the same period of the last year (March 2020), the larger changes were observed in enterprises of 1 to 4 employees and of 5 to 9 employees (4.4% and 4.3% respectively) (Figure 8). In turn, the lower year-on-year change was observed in the size class of 500 and more employees (1.9%).

enterprises of 100 to 249 employees (4.5%) and of 250 to 499, of 1 to 4 and of 5 to 9 employees (4.3% for all three groups) (Figures 9 and 10). The smaller year-on-year changes of regular and base gross earnings were observed in enterprises of 500 employees and over (2.4% and 3.0% respectively).

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

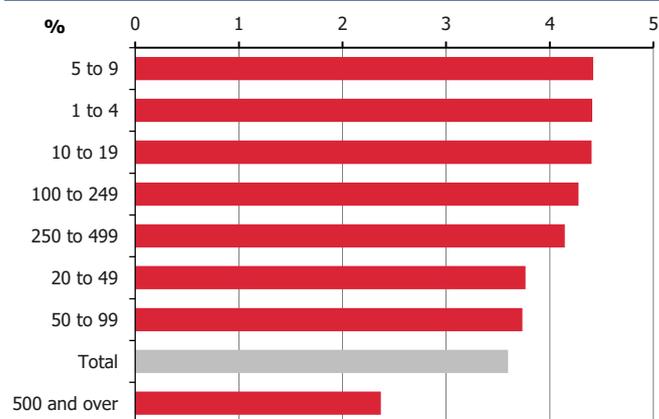


Figure 8: Year-on-year change of total gross monthly earnings per employee by employment size class in March 2021

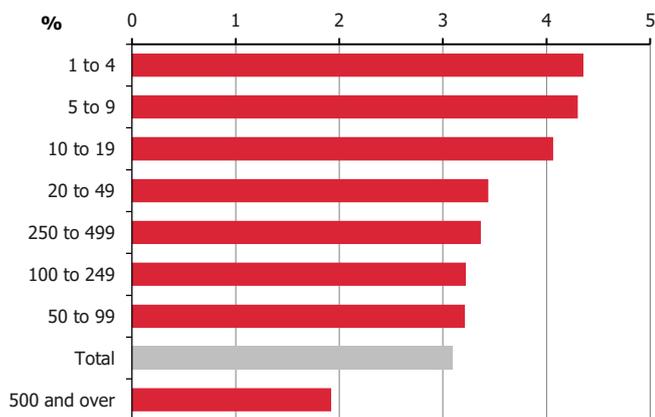
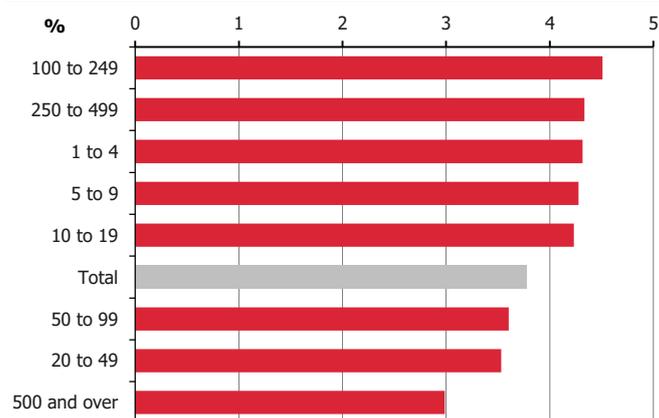


Figure 10: Year-on-year change of base gross monthly earnings per employee by employment size class in March 2021



As of the regular earnings, the larger year-on-year changes were observed in the smallest enterprises: of 5 to 9, of 1 to 4 and of 10 to 19 employees (4.4% for all three groups) and of 1 to 4 employees (4.0% and 3.9%) (Figures 9 and 10). Regarding the base earnings, the larger year-on-year changes were observed in the

5. Gross earnings by institutional sector

Using, as reference, the institutional sector of Public Administration (S13) used by National Accounts⁸, it is observed a year-on-year increase of 0.7%, from €1,629 in March 2020 to €1,641 in March 2021. The regular component increased, from the same period of the last year, 0.3%, to €1,564 (€1,559 in March 2020). The base earnings increased, of 0.7%, from €1,471 to €1,482 in March 2021 (Figures 11 and 12).

In the private sector, the total earnings recorded a higher year-on-year increase than the public sector (3.3% vs. 0.7%), from €1,100 in March 2020 to €1,137 in March 2021. The regular component also observed a higher increase in the private sector (4.1% vs. 0.3%), from €967 to €1,006, as well as the base earnings (4.2% vs. 0.7%), from €907 to €945. The higher year-on-year change of earnings in the private sector was affected by the decrease of the number of employees with below-average earnings.

The average earnings differences between the public and private sector reflect, among others, differences in the tasks performed and in the employees' qualifications. Thus, it is observed that the employees in the public sector have, on average, a higher educational level⁹: in the public sector, 52.9% of the employees had completed the tertiary education in 2018 (20.1% in the private sector), 25.0% had the upper secondary or post-secondary non-tertiary education (29.9% in private sector) and 22.1% had up

to the lower secondary education (50.0% in the private sector).

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

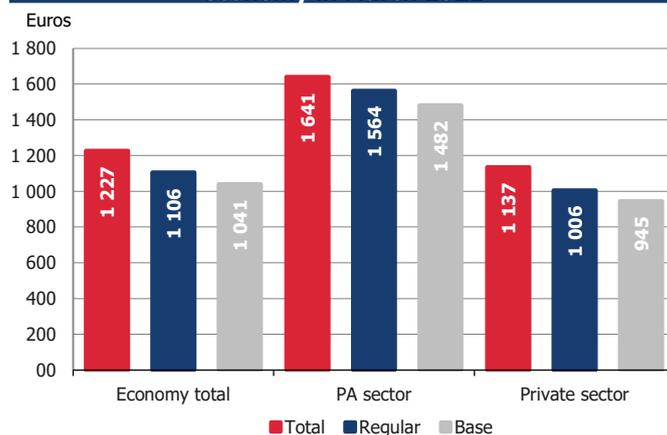
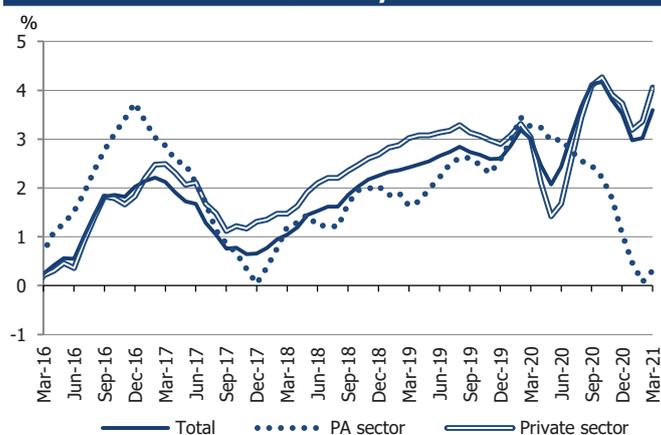


Figure 12: Year-on-year change of regular gross monthly earnings per employee by institutional sector of the economy



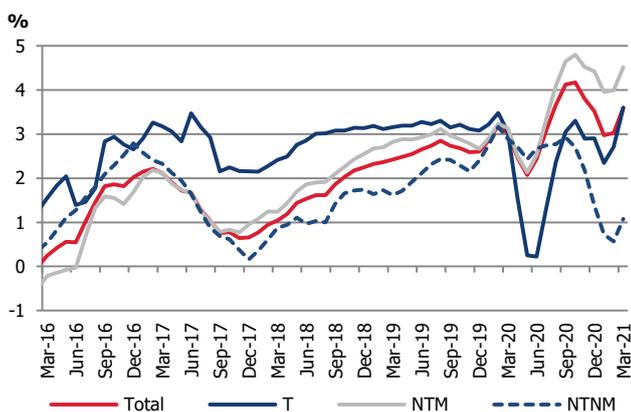
⁸ The universe of entities that compose the institutional sector of the Public Administration is subject to updates twice a year.

⁹ Results for 2018: from the Directorate-General for Administration and Public Employment (DGAEP), whose coverage is close to the sector of Public Administrations here defined; 2) from the Lists of Personnel (*Quadros de Pessoa*), from Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security.

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

In March 2021, the regular earnings of the sector of mainly tradable goods and services (T; sections A to C) recorded the same increase of the total economy (3.6%), from €935 in March 2020 to €968 in March 2021 (Figure 13). The sector of mainly non-tradable market goods and services (NTM; sections D to U, excluding O, Q and Q) observed an increase above the total economy (4.5% vs. 3.6%), to €1,035 (€990 in March 2020). The sector of mainly non-tradable non-market goods and services (NTNM; sections O, P and Q) observed a lower increase compared to the total economy (1.1% vs. 3.6%), from €1,344 to €1,359 in March 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 Q).
 NTNM - Sector of mainly non-tradable non-market goods and services (sections O, P and Q).

7. Monthly earnings by type of enterprise (layoff or non-layoff)

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

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

With the information received from the Social Security, it is possible to only distinguish two groups of enterprises: those which have applied for, for at least one month, the simplified layoff or exceptional family support regimes, hereinafter referred to as “layoff enterprises”; and, by difference, the group of enterprises that have never used these regimes, the “non-layoff enterprises”.¹⁰ Once these two groups of

¹⁰ The identification of these two groups of enterprises was made using the information received from Social Security, at the enterprise level, about the contributory scheme due COVID-19 in force in enterprises: simplified layoff regime and the exceptional family support. This information allows the rigorous estimation of the earnings volume for each group of enterprises. However, the information received by Statistics Portugal has no detail at the individual level. Thus, it is only possible, in the computation of the average earnings per employee in each enterprise, to use the ratio of the earnings volume and the corresponding number of employees at

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

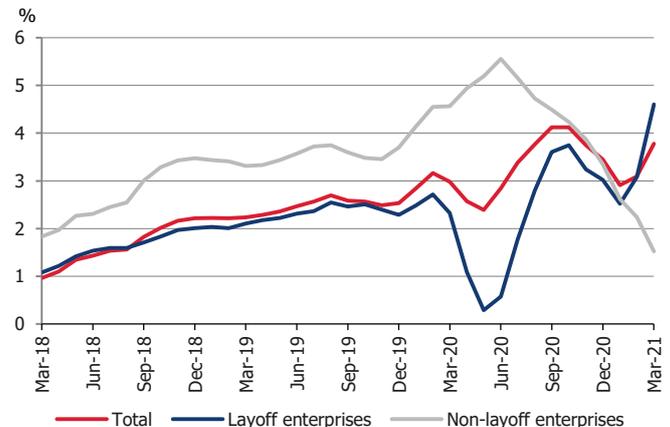
The two groups of enterprises are, before else, distinguished by their gross base monthly earnings per employee, with employees in the layoff group earning below the total economy average (10.9% below, in March 2021) and those of non-layoff enterprises earning above average (15.1% above, in March 2021).

From July onwards, the number of layoff enterprises sharply decreased, covering 26.7% in June, 3.2% in September and only 0.1% in December 2020. In March 2021, the number of layoff enterprises increased again, reaching 13.8% of the enterprises and 18.3% of the employees of economy's total.

From July 2020 to January 2021 there is a convergence of year-on-year change of the gross base earning of both groups of enterprises. In December 2020 that change was 3.4% for the total economy, 3.4% for non-layoff enterprises and 3.0% for layoff enterprises. At the start of 2021, these two groups started to diverge: non-layoff enterprises continue to register positive, but smaller, annual changes (1.5% in March 2021, 4.6% in the year before), while the layoff enterprises registered a higher change than the total economy (4.6% vs. 3.8% in March 2021) (Figure 14).

the enterprise, regardless of the enterprise having all or some of its employees in those regimes.

Figure 14: Year-on-year change of base monthly earnings per employee por economy's total, layoff enterprise and non-layoff enterprise

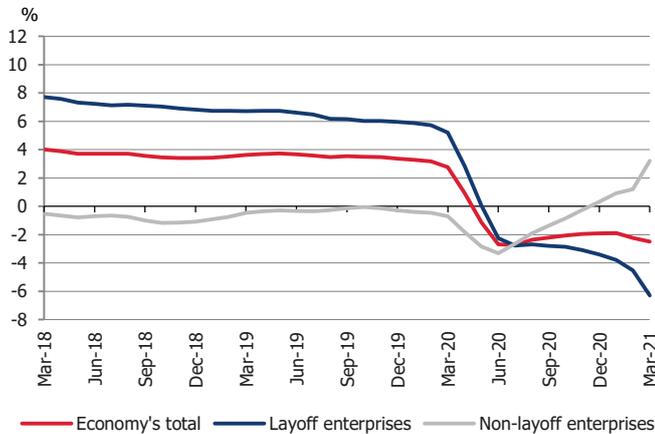


The differences in the evolution of earnings can be explained by the expansion/contraction behaviour of the number of employees of these two groups of enterprises.

The number of employees in non-layoff enterprises was relatively stable between January 2019 and February 2020. In March 2020, the number of employees decreased by 0.5% compared to March 2019. In June 2020, it was observed the largest decreased in the number of employees (down 3.2% compared to the year before). Since December 2020, the number of employees increased (0.2% in December 2020 and 3.2% in March 2021), being March's change the highest since the beginning of the time series.

In opposition, layoff enterprises observed increases in the number of employees above 5% up to March 2020. In the quarter ended in May, the number of employees remained unchanged and since then it has declined more and more: down 2.2% in June 2020, down 2.8% in September, down 3.4% in December 2020 and down 6.3% in March 2021 (Figure 15).

Figure 15: Year-on-year change of the number of employees for economy's total, layoff enterprises and non-layoff enterprises



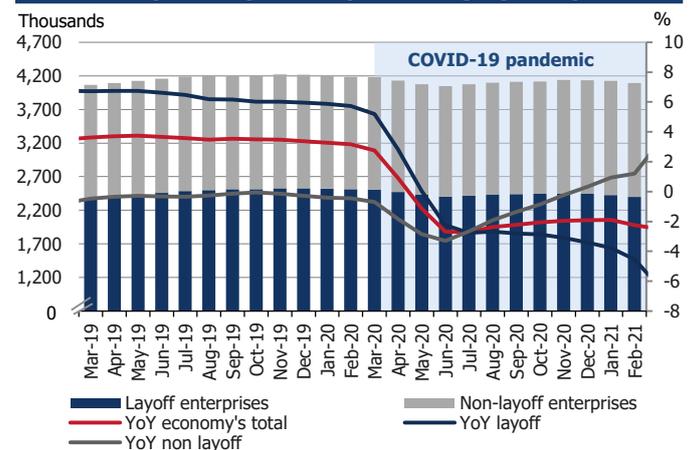
8. Evolution of base monthly earnings during the COVID-19 pandemic year

In February 2021, a year was completed in which the Portuguese economy was strongly affected by the COVID-19 pandemic. To mark this date, an analysis of the relevant indicators on the evolution of remuneration is made, comparing the values observed in the twelve months immediately before the pandemic period (from March 2019 to February 2020) with those after the beginning of the pandemic (March 2020 to February 2021).

In the pre-pandemic year, there were 4,182.1 thousand employees (jobs) in Portugal, of which 2,493.9 thousand in layoff enterprises (as identified in the previous section) and 1,688.2 thousand in non-layoff enterprises (57.7% and 42.3%, respectively). In this period, the number of workers increased 3.5% compared to the previous year, driven by the increase in layoff enterprises (6.2%) having the non-layoff enterprises recorded a slight decrease (0.3%).

In the year of the pandemic, the number of employees decreased by 1.9%, to 4,101.5 thousand. This decrease was observed in both groups of enterprises, being higher in layoff enterprises (2.6% vs. 1.0%).

Figure 16: Number of employees for economy's total, layoff enterprises, non-layoff enterprises and respective year-on-year change (Y-o-Y)



In the year prior to the pandemic, the average volume of base monthly earnings increased by 6.2% compared to the previous year. This increase was higher in the group of layoff enterprises (8.8%) than in non-layoff enterprises (3.5%).

In the pandemic year, the average volume of base monthly earnings increase was lower (1.3%) due mainly to layoff enterprises, whose volume of earnings decreased by 0.3%. Non-layoff enterprises saw an increase slightly below the previous year (3.3% vs. 3.5%).

Figure 17: Volume of base monthly earnings in layoff of enterprises and non-layoff enterprises and respective year-on-year change (YoY)

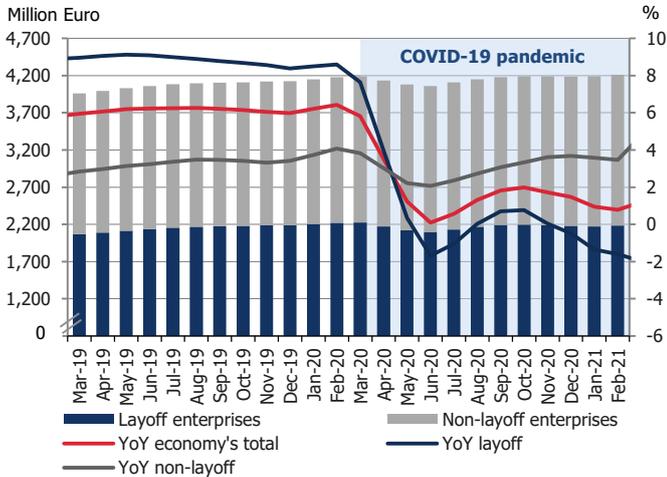
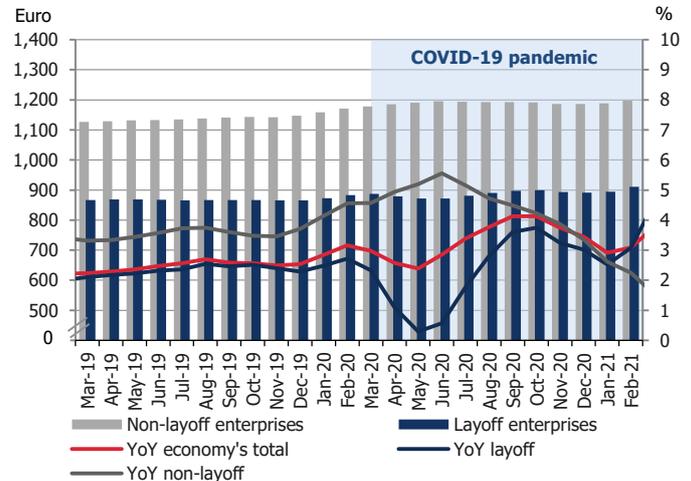


Figure 18: Base monthly earnings per employee in the layoff enterprises and non-layoff enterprises and respective year-on-year change (YoY)



As a result, the average base monthly earnings in the year before the COVID-19 pandemic was €982, having increased by 2.7% year-on-year. Among layoff enterprises the basic earnings was lower than the average of the economy (€871) and among non-layoff enterprises it was higher (€1,146).

In the pandemic year, the growth of the base monthly earnings per employee was affected by the composition of the workforce, which the decrease occurred mainly among lower-paid workers. In this year, base earnings was 1,014 Euros, corresponding to an increase of 3.2%. Among the non-layoff enterprises, the increase in base earnings (4.0%) was higher than among the layoff enterprises (2.3%): €1,192 and €891 respectively.

Annual average of base gross monthly earnings per employee, number of employees and volume of base earnings for economy's total, layoff enterprises and non-layoff enterprises

	Two years before COVID-19 pandemic	Year before COVID-19 pandemic	COVID-19 pandemic year	Rate of change	
				Year before COVID-19 pandemic	COVID-19 pandemic year
Base monthly earnings per employee					
Euro					
Economy's total	956.0	982.0	1,014.0	2.7	3.2
Layoff	850.0	871.0	891.0	2.5	2.3
Non layoff	1,104.0	1,146.0	1,192.0	3.8	4.0
Number of employees					
Thousand					
Economy's total	4,042.2	4,182.1	4,101.5	3.5	-1.9
Layoff	2,349.1	2,493.9	2,429.3	6.2	-2.6
Non layoff	1,693.1	1,688.2	1,672.1	-0.3	-1.0
Volume of base earnings					
Million Euro					
Economy's total	3,865.3	4,106.2	4,157.8	6.2	1.3
Layoff	1,996.4	2,171.8	2,165.2	8.8	-0.3
Non layoff	1,868.9	1,934.4	1,992.6	3.5	3.0

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

**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								
Março	4,074.1	1,227	1,106	1,041	-2.5	3.1	3.6	3.8
Fevereiro	4,093.4	1,289	1,095	1,029	-2.2	2.5	3.0	3.1
Janeiro	4,124.5	1,487	1,082	1,016	-1.9	3.3	3.0	2.9
2020								
Dezembro	4,136.8	1,478	1,079	1,012	-1.9	3.9	3.5	3.4
Novembro	4,137.7	1,403	1,078	1,013	-2.0	4.6	3.8	3.7
Outubro	4,117.0	1,216	1,083	1,018	-2.1	3.8	4.2	4.1
Setembro	4,109.8	1,267	1,081	1,017	-2.2	3.7	4.1	4.1
Agosto	4,097.6	1,405	1,076	1,013	-2.4	3.4	3.7	3.8
Julho	4,073.6	1,387	1,070	1,008	-2.7	2.7	3.1	3.4
Junho	4,047.2	1,327	1,064	1,003	-2.7	1.7	2.4	2.8
Maió	4,077.2	1,185	1,061	1,000	-1.1	1.2	2.1	2.4
Abril	4,129.2	1,180	1,064	1,001	0.9	2.2	2.5	2.6
Março	4,178.4	1,190	1,067	1,003	2.8	3.2	3.0	3.0
Fevereiro	4,187.2	1,258	1,063	998	3.2	3.1	3.2	3.2
Janeiro	4,204.3	1,439	1,051	987	3.3	2.8	2.9	2.8
2019								
Dezembro	4,217.4	1,423	1,042	978	3.4	2.7	2.6	2.5
Novembro	4,220.1	1,342	1,038	976	3.5	2.8	2.6	2.5
Outubro	4,203.7	1,171	1,040	978	3.5	3.0	2.7	2.6
Setembro	4,203.1	1,222	1,038	977	3.5	3.1	2.7	2.6
Agosto	4,197.2	1,359	1,038	976	3.5	3.2	2.8	2.7
Julho	4,187.6	1,350	1,038	975	3.6	3.0	2.7	2.6
Junho	4,158.7	1,305	1,038	976	3.7	2.9	2.7	2.5
Maió	4,124.0	1,171	1,040	977	3.7	2.9	2.5	2.4
Abril	4,091.8	1,155	1,039	976	3.7	2.9	2.5	2.3
Março	4,066.3	1,153	1,036	974	3.6	2.7	2.4	2.2
Fevereiro	4,058.9	1,219	1,030	968	3.5	2.3	2.4	2.2
Janeiro	4,071.1	1,400	1,022	960	3.4	5.8	2.3	2.2
2018								
Dezembro	4,080.1	1,385	1,015	954	3.4	5.4	2.2	2.2
Novembro	4,078.6	1,305	1,012	952	3.4	5.4	2.2	2.2
Outubro	4,061.8	1,137	1,012	953	3.5	1.2	2.0	2.0
Setembro	4,059.5	1,185	1,011	952	3.6	1.4	1.9	1.8
Agosto	4,056.1	1,317	1,010	951	3.7	1.5	1.6	1.6
Julho	4,042.4	1,310	1,010	951	3.7	1.5	1.6	1.5
Junho	4,011.6	1,268	1,012	952	3.7	1.2	1.5	1.4
Maió	3,975.2	1,138	1,014	954	3.7	0.8	1.4	1.3
Abril	3,945.9	1,123	1,014	954	3.9	0.0	1.2	1.1
Março	3,924.0	1,123	1,012	953	4.0	-0.2	1.0	1.0
Fevereiro	3,921.3	1,192	1,006	947	4.1	0.0	0.9	0.8
Janeiro	3,936.1	1,323	998	939	4.2	3.8	0.8	0.7
2017								
Dezembro	3,945.9	1,314	993	933	4.3	3.8	0.7	0.5
Novembro	3,944.2	1,238	991	932	4.3	3.6	0.6	0.6
Outubro	3,926.1	1,123	992	934	4.2	0.1	0.8	0.7
Setembro	3,920.0	1,168	992	935	4.3	0.4	0.8	0.6
Agosto	3,911.4	1,297	993	936	4.8	1.0	1.0	0.9
Julho	3,898.1	1,290	994	936	5.3	1.2	1.3	1.2
Junho	3,868.0	1,253	996	939	5.6	1.1	1.7	1.7
Maió	3,833.0	1,129	999	942	5.4	1.0	1.7	1.8
Abril	3,798.0	1,123	1,002	944	5.2	0.9	1.9	2.0

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

Table 2: Number of employees and gross monthly earnings per employee (total, regular and base) by economic activity (NACE-Rev. 2) in março 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	4,074.1	1,227	1,106	1,041	- 2.5	3.1	3.6	3.8
A - Agriculture, forestry and fishing	86.3	769	692	671	- 1.5	2.6	2.5	2.5
B - Mining and quarrying	8.8	1,457	1,276	1,055	0.9	1.4	2.1	1.8
C - Manufacturing	663.6	1,115	1,000	951	- 3.8	3.5	3.8	3.7
D - Electricity, gas, steam and air conditioning supply	11.3	3,218	2,552	2,361	- 3.1	7.3	1.5	0.7
E - Water supply; sewerage, waste management and remediation activities	36.2	1,090	998	925	4.4	0.9	1.3	0.9
F - Construction	294.5	927	831	798	3.7	2.5	2.8	2.8
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	640.0	1,086	950	908	- 2.6	1.4	3.2	4.0
H - Transportation and storage	170.4	1,507	1,294	1,077	- 4.6	- 0.2	1.2	0.1
I - Accommodation and food service activities	251.0	815	745	733	- 17.5	3.6	5.6	6.5
J - Information and communication	130.1	1,920	1,719	1,580	4.2	3.5	4.1	3.9
K - Financial and insurance activities	84.6	2,699	2,133	1,717	- 0.4	1.1	1.3	1.2
L - Real estate activities	44.7	1,031	950	925	- 4.0	2.1	2.9	2.8
M - Professional, scientific and technical activities	186.8	1,410	1,284	1,229	0.5	4.0	4.2	4.2
N - Administrative and support service activities	297.3	860	724	687	- 6.9	5.0	6.3	6.7
O - Public administration and defence; compulsory social security	383.8	1,452	1,401	1,281	3.2	- 0.4	- 0.7	- 0.1
P - Education	275.8	1,738	1,712	1,698	- 0.6	3.2	3.4	3.4
Q - Human health and social work activities	386.4	1,191	1,065	1,024	1.7	2.3	1.2	1.4
R - Arts, entertainment and recreation	37.1	1,236	1,120	1,076	- 5.8	4.4	5.1	6.1
S - Other service activities	79.6	996	926	901	- 7.6	3.9	4.4	4.6
U - Activities of extraterritorial organisations and bodies	1.2	1,780	1,709	1,668	- 1.6	1.5	1.2	0.7

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

Table 3: Number of employees and gross monthly earnings per employee (total, regular and base) by enterprise size in março 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	4,074.1	1,227	1,106	1,041	- 2.5	3.1	3.6	3.8
From 1 to 4 employees	531.1	815	764	755	- 1.5	4.4	4.4	4.3
From 5 to 9 employees	372.9	942	865	845	- 3.5	4.3	4.4	4.3
From 10 to 19 employees	370.1	1,028	930	900	- 3.7	4.1	4.4	4.2
From 20 to 49 employees	487.5	1,112	996	950	- 2.7	3.4	3.8	3.5
From 50 to 99 employees	352.2	1,214	1,082	1,026	- 2.4	3.2	3.7	3.6
From 100 to 249 employees	512.1	1,396	1,275	1,211	- 3.9	3.2	4.3	4.5
From 250 to 499 employees	326.0	1,499	1,360	1,281	- 2.7	3.4	4.1	4.3
500 employees and over	1,122.2	1,479	1,310	1,186	- 1.4	1.9	2.4	3.0

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

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

Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2021								
Março	729.2	1,641	1,564	1,482	2.6	0.7	0.3	0.7
Fevereiro	729.0	1,652	1,560	1,476	2.9	1.1	0.1	0.5
Janeiro	730.9	2,139	1,552	1,467	3.0	1.6	0.5	0.8
2020								
Dezembro	727.5	2,141	1,554	1,468	2.8	2.0	1.1	1.5
Novembro	721.5	2,138	1,559	1,473	2.4	2.3	1.8	2.2
Outubro	711.4	1,663	1,576	1,488	2.2	2.5	2.2	2.6
Setembro	708.5	1,675	1,580	1,491	2.2	2.5	2.5	2.8
Agosto	712.8	2,161	1,572	1,483	2.2	2.5	2.6	3.0
Julho	713.9	2,147	1,568	1,481	1.9	2.7	2.8	3.3
Junho	712.9	2,136	1,565	1,479	1.6	3.1	3.0	3.6
Maió	709.4	1,643	1,566	1,480	1.5	3.1	3.0	3.5
Abril	710.0	1,637	1,563	1,475	1.7	3.4	3.2	3.7
Março	710.5	1,629	1,559	1,471	1.9	3.3	3.3	3.7
Fevereiro	708.4	1,634	1,559	1,470	1.6	3.5	3.4	3.8
Janeiro	709.5	2,105	1,544	1,455	1.3	2.9	3.0	3.3
2019								
Dezembro	707.6	2,100	1,537	1,446	1.1	2.8	2.6	2.8
Novembro	704.8	2,091	1,531	1,440	1.2	2.6	2.3	2.4
Outubro	696.4	1,623	1,542	1,450	1.0	2.8	2.5	2.5
Setembro	693.4	1,635	1,542	1,450	0.8	2.9	2.6	2.6
Agosto	697.3	2,108	1,533	1,440	0.7	3.0	2.6	2.6
Julho	700.6	2,090	1,526	1,434	0.9	3.0	2.5	2.4
Junho	702.0	2,073	1,519	1,427	1.1	2.8	2.2	2.1
Maió	698.6	1,594	1,521	1,429	1.1	2.7	2.0	1.8
Abril	698.3	1,583	1,514	1,422	1.1	2.4	1.7	1.6
Março	697.3	1,576	1,510	1,419	1.0	2.3	1.6	1.5
Fevereiro	697.5	1,579	1,507	1,416	0.9	1.3	1.9	1.8
Janeiro	700.0	2,046	1,500	1,408	0.9	13.4	1.9	1.8
2018								
Dezembro	700.0	2,043	1,498	1,407	0.8	12.4	2.0	2.1
Novembro	696.2	2,038	1,497	1,406	0.7	12.5	2.0	2.0
Outubro	689.6	1,579	1,504	1,414	0.4	-0.9	2.0	1.9
Setembro	688.2	1,588	1,503	1,413	0.4	-1.2	1.7	1.6
Agosto	692.6	2,046	1,493	1,404	0.5	-1.1	1.2	1.0
Julho	694.5	2,029	1,489	1,400	0.3	-1.3	1.2	1.0
Junho	694.3	2,017	1,486	1,398	0.3	-1.2	1.2	1.0
Maió	690.7	1,553	1,492	1,403	0.2	-1.7	1.5	1.3
Abril	690.4	1,546	1,488	1,400	0.4	-1.8	1.3	1.2
Março	690.1	1,541	1,485	1,398	0.5	-2.0	1.2	1.1
Fevereiro	691.6	1,559	1,479	1,391	0.8	-2.4	0.8	0.6
Janeiro	693.8	1,804	1,473	1,384	1.1	11.3	0.4	0.1
2017								
Dezembro	694.7	1,818	1,468	1,379	1.3	10.8	0.0	-0.3
Novembro	691.4	1,812	1,468	1,378	1.3	11.0	0.3	0.1
Outubro	686.7	1,594	1,476	1,387	1.3	-2.4	0.7	0.5
Setembro	685.3	1,608	1,478	1,391	1.4	-1.7	0.9	0.6
Agosto	689.3	2,069	1,476	1,390	1.5	-0.6	1.1	0.9
Julho	692.2	2,057	1,471	1,386	1.5	-0.4	1.7	1.5
Junho	691.9	2,042	1,468	1,384	1.4	-0.5	2.1	2.1
Maió	689.1	1,580	1,470	1,386	1.0	-1.1	2.5	2.5
Abril	687.4	1,575	1,469	1,384	0.7	-1.2	2.6	2.6

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

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

Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2021								
Março	3,344.9	1,137	1,006	945	-3.5	3.3	4.1	4.2
Fevereiro	3,364.3	1,210	994	932	-3.3	2.5	3.4	3.3
Janeiro	3,393.6	1,347	981	919	-2.9	3.3	3.2	3.0
2020								
Dezembro	3,409.3	1,337	977	915	-2.9	3.9	3.7	3.5
Novembro	3,416.2	1,248	976	915	-2.8	4.7	3.9	3.7
Outubro	3,405.6	1,123	980	920	-2.9	3.8	4.3	4.1
Setembro	3,401.3	1,181	977	918	-3.1	3.6	4.1	4.0
Agosto	3,384.8	1,246	972	914	-3.3	3.0	3.4	3.4
Julho	3,359.7	1,225	964	908	-3.6	2.0	2.6	2.8
Junho	3,334.3	1,155	957	902	-3.5	0.5	1.7	2.0
Maió	3,367.8	1,089	955	899	-1.7	0.4	1.4	1.6
Abril	3,419.2	1,086	961	903	0.8	1.7	2.1	2.1
Março	3,467.9	1,100	967	907	2.9	3.3	3.0	2.9
Fevereiro	3,478.8	1,181	962	902	3.5	3.2	3.3	3.2
Janeiro	3,494.8	1,304	951	892	3.7	3.1	3.1	2.9
2019								
Dezembro	3,509.8	1,286	942	884	3.8	3.0	2.9	2.7
Novembro	3,515.3	1,192	940	883	3.9	3.3	3.0	2.8
Outubro	3,507.2	1,082	940	884	4.0	3.3	3.1	2.9
Setembro	3,509.7	1,140	939	883	4.1	3.4	3.1	2.9
Agosto	3,499.9	1,209	940	884	4.1	3.7	3.3	3.1
Julho	3,487.0	1,201	940	883	4.2	3.4	3.2	3.0
Junho	3,456.7	1,149	941	884	4.2	3.4	3.1	2.9
Maió	3,425.4	1,085	941	885	4.3	3.2	3.1	2.9
Abril	3,393.5	1,067	941	884	4.2	3.3	3.1	2.9
Março	3,369.0	1,065	938	882	4.2	3.1	3.0	2.8
Fevereiro	3,361.4	1,145	931	875	4.1	2.9	2.9	2.7
Janeiro	3,371.1	1,265	922	867	4.0	3.7	2.8	2.7
2018								
Dezembro	3,380.1	1,249	915	860	4.0	3.6	2.7	2.6
Novembro	3,382.4	1,154	912	859	4.0	3.4	2.6	2.6
Outubro	3,372.2	1,047	912	859	4.1	2.3	2.5	2.5
Setembro	3,371.3	1,102	910	858	4.2	2.6	2.3	2.3
Agosto	3,363.6	1,167	910	857	4.4	3.1	2.2	2.2
Julho	3,347.9	1,161	911	858	4.4	3.2	2.2	2.2
Junho	3,317.3	1,112	912	859	4.4	2.8	2.1	2.0
Maió	3,284.5	1,051	913	860	4.5	2.0	1.9	1.8
Abril	3,255.5	1,033	913	860	4.7	1.0	1.6	1.5
Março	3,233.9	1,034	911	858	4.8	0.8	1.5	1.4
Fevereiro	3,229.7	1,113	905	852	4.9	1.1	1.5	1.4
Janeiro	3,242.3	1,220	897	844	4.9	1.8	1.4	1.3
2017								
Dezembro	3,251.1	1,206	892	838	5.0	2.0	1.3	1.2
Novembro	3,252.7	1,116	889	837	4.9	1.6	1.2	1.2
Outubro	3,239.5	1,024	890	838	4.8	1.3	1.2	1.2
Setembro	3,234.7	1,075	889	838	4.9	1.4	1.1	1.0
Agosto	3,222.1	1,132	890	839	5.5	2.3	1.5	1.4
Julho	3,205.9	1,125	891	839	6.2	2.6	1.7	1.6
Junho	3,176.1	1,081	893	842	6.5	2.6	2.1	2.1
Maió	3,144.0	1,030	896	844	6.4	2.3	2.1	2.1
Abril	3,110.6	1,023	898	847	6.2	2.3	2.3	2.4

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

**Table 6: Number of employees and gross monthly earnings per employee in the sector of mainly tradable goods and services (T)
(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								
Março	758,6	1 080	968	921	-2,7	3,4	3,6	3,6
Fevereiro	762,5	1 181	955	907	-3,3	1,9	2,7	2,6
Janeiro	767,3	1 299	941	893	-3,1	2,9	2,3	2,2
2020								
Dezembro	769,3	1 301	938	890	-3,1	3,5	2,9	2,7
Novembro	770,6	1 185	939	892	-3,3	4,3	2,9	2,6
Outubro	771,0	1 107	944	898	-3,2	2,9	3,3	3,0
Setembro	773,8	1 191	941	895	-3,0	2,5	3,0	2,8
Agosto	774,7	1 240	937	892	-2,8	1,8	2,4	2,3
Julho	773,1	1 191	927	885	-2,9	1,2	1,3	1,5
Junho	768,7	1 089	918	876	-3,3	-0,3	0,2	0,6
Maiο	771,4	1 035	915	873	-2,5	-0,4	0,2	0,5
Abril	777,4	1 035	925	881	-1,7	1,2	1,5	1,5
Março	785,8	1 045	935	889	-0,7	3,3	3,0	2,8
Fevereiro	790,2	1 159	930	883	0,4	3,6	3,5	3,2
Janeiro	793,7	1 262	919	873	0,8	3,5	3,2	2,9
2019								
Dezembro	796,6	1 256	912	867	0,9	3,2	3,1	2,9
Novembro	797,2	1 135	913	869	1,2	3,5	3,1	3,0
Outubro	796,7	1 076	914	871	1,3	3,6	3,2	3,1
Setembro	798,1	1 162	913	871	1,5	3,6	3,2	3,0
Agosto	796,9	1 218	915	872	1,6	3,8	3,3	3,2
Julho	796,4	1 177	915	871	1,8	3,4	3,2	3,1
Junho	792,9	1 093	916	872	1,9	3,4	3,3	3,2
Maiο	790,1	1 039	913	869	2,1	3,2	3,2	3,1
Abril	786,4	1 022	911	867	2,4	3,3	3,2	3,1
Março	783,9	1 011	907	864	2,4	3,0	3,2	3,1
Fevereiro	784,7	1 119	898	856	2,6	3,0	3,1	3,0
Janeiro	786,9	1 220	890	848	2,6	3,9	3,2	3,2
2018								
Dezembro	788,7	1 217	885	843	2,7	3,8	3,1	3,1
Novembro	787,6	1 097	885	844	2,9	3,6	3,1	3,1
Outubro	785,7	1 039	885	845	3,1	2,8	3,1	3,1
Setembro	785,5	1 122	885	845	3,5	3,4	3,1	3,1
Agosto	784,3	1 174	886	845	3,6	4,0	3,0	3,0
Julho	782,1	1 138	887	845	3,7	3,7	3,0	3,0
Junho	777,2	1 057	887	845	3,8	3,1	2,9	2,8
Maiο	772,1	1 007	885	843	3,7	2,5	2,8	2,7
Abril	767,8	990	883	841	3,9	2,3	2,5	2,4
Março	764,9	982	879	838	4,2	2,4	2,4	2,3
Fevereiro	765,1	1 086	871	831	4,4	2,3	2,3	2,1
Janeiro	767,0	1 174	863	822	4,6	2,6	2,1	2,0
2017								
Dezembro	766,9	1 173	858	817	4,5	2,6	2,2	1,9
Novembro	765,1	1 059	858	818	4,3	2,8	2,2	1,9
Outubro	761,2	1 010	859	820	4,2	2,7	2,2	2,0
Setembro	758,5	1 085	859	820	4,1	2,8	2,2	1,8
Agosto	755,7	1 128	860	820	4,6	3,6	2,9	2,6
Julho	753,6	1 098	861	820	5,2	4,3	3,2	2,9
Junho	749,8	1 025	862	822	5,5	4,2	3,5	3,3
Maiο	744,6	982	861	821	5,7	3,3	2,8	2,7
Abril	737,5	967	861	822	5,5	3,0	3,1	2,9

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

Revised on 12/11/2021.

Gross monthly earnings per employee – March 2021

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

Portugal	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								
Março	2 265,1	1 181	1 035	964	-2,8	3,5	4,5	4,7
Fevereiro	2 278,4	1 246	1 024	952	-3,6	2,9	4,0	4,0
Janeiro	2 299,6	1 391	1 012	939	-3,1	3,7	4,0	3,7
2020								
Dezembro	2 313,0	1 375	1 006	933	-2,7	4,4	4,4	4,2
Novembro	2 320,4	1 291	1 003	932	-2,9	5,0	4,5	4,3
Outubro	2 313,5	1 148	1 005	935	-3,2	4,2	4,8	4,6
Setembro	2 307,7	1 197	1 003	933	-3,4	4,0	4,7	4,6
Agosto	2 290,8	1 266	998	930	-3,9	3,7	4,1	4,1
Julho	2 268,3	1 254	991	925	-4,3	2,5	3,3	3,6
Junho	2 249,4	1 196	985	920	-4,4	0,8	2,5	2,9
Maiο	2 279,5	1 129	983	917	-2,1	0,6	2,1	2,4
Abril	2 321,8	1 126	987	919	-0,1	2,0	2,5	2,5
Março	2 358,9	1 141	990	921	2,2	3,3	3,1	3,0
Fevereiro	2 364,1	1 211	985	915	4,2	3,0	3,2	3,1
Janeiro	2 374,7	1 341	973	905	4,6	2,8	2,9	2,8
2019								
Dezembro	2 386,6	1 317	964	896	4,6	2,7	2,7	2,5
Novembro	2 393,3	1 230	960	894	4,7	3,0	2,8	2,6
Outubro	2 388,2	1 102	959	894	4,7	3,1	2,9	2,7
Setembro	2 388,9	1 150	958	893	4,8	3,4	3,0	2,8
Agosto	2 379,2	1 221	959	893	4,8	3,5	3,1	2,9
Julho	2 366,8	1 224	959	893	4,8	3,3	3,0	2,8
Junho	2 341,7	1 186	960	894	4,8	3,1	2,9	2,7
Maiο	2 315,6	1 122	962	895	4,8	3,0	2,9	2,6
Abril	2 289,1	1 104	963	896	4,8	3,1	2,9	2,6
Março	2 267,8	1 105	960	894	4,7	2,9	2,8	2,6
Fevereiro	2 261,5	1 175	954	887	4,6	2,7	2,7	2,5
Janeiro	2 269,7	1 305	946	880	4,5	3,7	2,7	2,6
2018								
Dezembro	2 279,8	1 282	939	874	4,5	3,6	2,5	2,5
Novembro	2 284,6	1 194	934	871	4,5	3,4	2,4	2,4
Outubro	2 279,7	1 069	932	870	4,5	2,0	2,3	2,3
Setembro	2 279,4	1 113	930	869	4,6	2,2	2,1	2,1
Agosto	2 271,9	1 179	930	868	4,7	2,7	1,9	1,9
Julho	2 258,2	1 185	931	869	4,7	3,0	1,9	1,9
Junho	2 233,6	1 150	933	870	4,9	2,8	1,9	1,8
Maiο	2 208,5	1 089	935	872	5,0	1,9	1,7	1,6
Abril	2 185,2	1 071	936	873	5,2	0,7	1,4	1,4
Março	2 167,7	1 074	934	871	5,3	0,3	1,2	1,2
Fevereiro	2 163,4	1 145	929	865	5,4	0,7	1,2	1,2
Janeiro	2 173,2	1 257	921	858	5,5	1,7	1,1	1,1
2017								
Dezembro	2 182,6	1 237	915	852	5,5	1,8	1,0	1,0
Novembro	2 187,1	1 155	912	850	5,5	1,3	0,8	0,9
Outubro	2 180,7	1 048	912	851	5,4	0,7	0,8	0,9
Setembro	2 179,2	1 089	911	851	5,5	1,0	0,8	0,8
Agosto	2 169,3	1 148	912	852	5,9	1,9	1,0	1,0
Julho	2 155,1	1 151	914	852	6,3	2,1	1,3	1,2
Junho	2 128,8	1 119	916	855	6,7	2,1	1,7	1,7
Maiο	2 102,2	1 068	920	858	6,9	1,8	1,7	1,9
Abril	2 075,7	1 064	922	861	6,7	1,7	1,9	2,1

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

Revised on 12/11/2021.

Gross monthly earnings per employee – March 2021

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

Portugal	Quarter ended in the month				Year-on-year change			
	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings	Number of employees	Total gross earnings	Regular gross earnings	Base gross earnings
	Thousands	Euro			%			
2021								
Março	1 046,0	1 431	1 359	1 296	2,0	1,5	1,1	1,4
Fevereiro	1 048,2	1 460	1 351	1 286	1,9	1,4	0,6	0,8
Janeiro	1 053,3	1 835	1 339	1 274	2,2	1,9	0,7	0,9
2020								
Dezembro	1 050,2	1 838	1 341	1 275	2,1	2,4	1,4	1,7
Novembro	1 042,5	1 815	1 347	1 281	1,6	2,9	2,2	2,5
Outubro	1 028,2	1 452	1 362	1 295	0,8	3,2	2,7	3,0
Setembro	1 024,1	1 481	1 365	1 297	1,0	3,1	2,9	3,2
Agosto	1 027,9	1 841	1 356	1 289	1,2	2,8	2,8	3,0
Julho	1 028,1	1 827	1 351	1 285	1,1	2,9	2,7	3,1
Junho	1 025,0	1 796	1 347	1 282	0,6	3,0	2,7	3,1
Maiο	1 022,1	1 422	1 346	1 282	0,4	2,8	2,4	2,9
Abril	1 025,5	1 413	1 345	1 279	1,1	2,9	2,7	3,0
Março	1 029,1	1 410	1 344	1 278	1,5	3,0	2,9	3,2
Fevereiro	1 028,4	1 439	1 343	1 276	1,9	3,1	3,2	3,4
Janeiro	1 031,3	1 800	1 329	1 262	2,1	2,7	2,8	3,0
2019								
Dezembro	1 029,6	1 795	1 322	1 254	2,2	2,5	2,4	2,5
Novembro	1 025,1	1 763	1 318	1 250	2,3	2,5	2,2	2,2
Outubro	1 014,1	1 408	1 326	1 258	2,3	2,6	2,3	2,3
Setembro	1 011,5	1 437	1 326	1 257	2,2	2,7	2,4	2,4
Agosto	1 016,5	1 791	1 320	1 251	2,2	2,7	2,4	2,4
Julho	1 019,9	1 776	1 315	1 246	2,2	2,7	2,3	2,2
Junho	1 019,7	1 743	1 312	1 243	2,3	2,6	2,1	2,0
Maiο	1 014,0	1 384	1 314	1 246	2,4	2,6	1,9	1,8
Abril	1 012,0	1 373	1 310	1 242	2,4	2,3	1,7	1,6
Março	1 010,2	1 369	1 307	1 239	2,4	2,2	1,6	1,4
Fevereiro	1 008,3	1 396	1 302	1 234	2,1	1,4	1,7	1,6
Janeiro	1 010,0	1 753	1 294	1 225	2,0	10,9	1,6	1,6
2018								
Dezembro	1 007,0	1 751	1 291	1 223	1,7	10,0	1,7	1,8
Novembro	1 001,8	1 720	1 290	1 222	1,4	10,1	1,7	1,7
Outubro	991,9	1 372	1 297	1 229	1,4	-0,6	1,7	1,6
Setembro	990,1	1 399	1 295	1 228	1,2	-0,7	1,4	1,3
Agosto	995,4	1 744	1 288	1 222	1,3	-0,7	1,0	0,8
Julho	997,8	1 729	1 285	1 219	1,3	-0,9	1,0	0,8
Junho	996,5	1 699	1 285	1 219	1,2	-1,1	1,0	0,8
Maiο	990,2	1 349	1 290	1 224	1,0	-1,6	1,1	1,0
Abril	988,5	1 342	1 288	1 223	0,9	-1,8	0,9	0,8
Março	987,0	1 339	1 286	1 221	0,9	-1,8	0,9	0,8
Fevereiro	988,4	1 377	1 280	1 214	1,0	-1,9	0,6	0,4
Janeiro	991,5	1 581	1 273	1 207	1,3	8,8	0,4	0,1
2017								
Dezembro	992,0	1 591	1 269	1 202	1,4	8,5	0,2	-0,1
Novembro	987,5	1 562	1 268	1 202	1,6	8,8	0,4	0,1
Outubro	979,8	1 380	1 276	1 210	1,7	-1,8	0,6	0,4
Setembro	977,9	1 409	1 277	1 212	1,7	-1,3	0,7	0,5
Agosto	982,0	1 756	1 276	1 212	1,9	-0,5	0,9	0,7
Julho	985,1	1 745	1 272	1 209	2,1	-0,5	1,2	1,1
Junho	985,2	1 718	1 272	1 209	2,3	-0,5	1,6	1,6
Maiο	981,9	1 371	1 275	1 212	2,4	-0,8	1,9	1,9
Abril	980,3	1 367	1 276	1 212	2,4	-0,7	2,1	2,1

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

Revised on 12/11/2021.

Gross monthly earnings per employee – March 2021

18/23

TECHNICAL NOTE

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

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

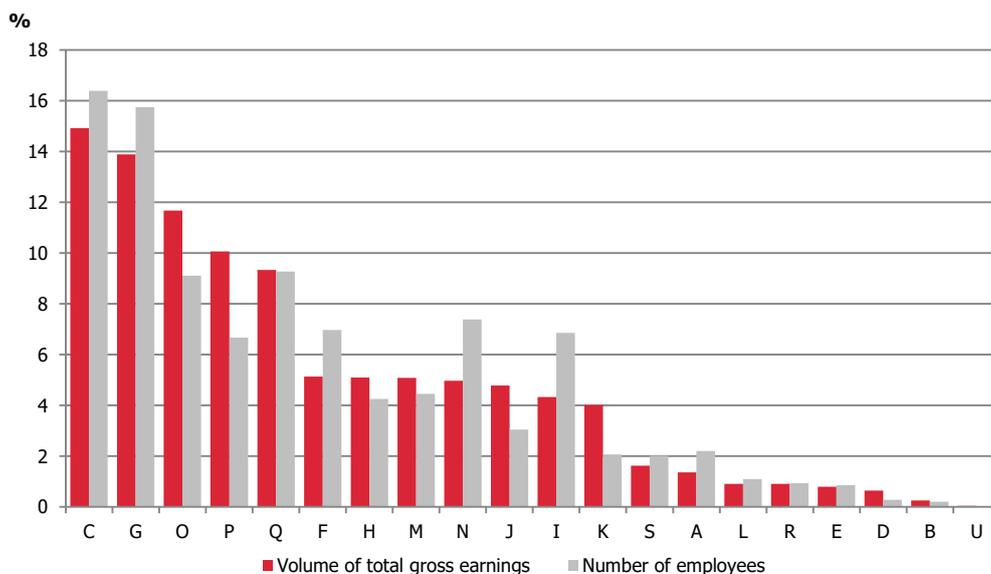
The **gross monthly earnings per employee** correspond to the ratio between the sum of the all earnings paid by the enterprises and the total number of employees in those enterprises. Hence, its evolution reflects changes in the amount of earnings paid (for example, the payment of bonuses, holiday allowances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

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

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

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

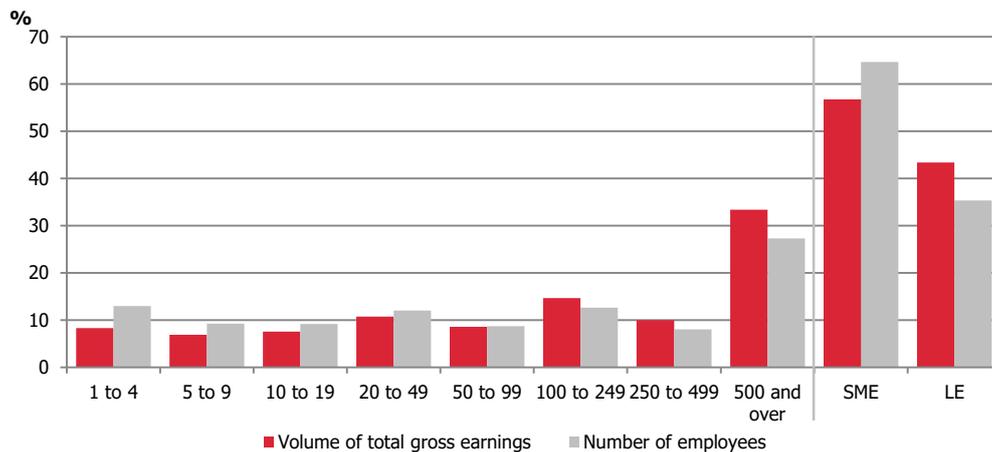
Distribution of the total gross earnings (volume) and the number of employees by economic activity (NACE Rev. 2) in 2020



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



Notes:

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

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

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

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

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

Total gross monthly earnings

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

Regular gross monthly earnings

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

Base gross monthly earnings

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

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On year rate of change

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

Revisions

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

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

Revision of the estimates of the December 2020 - major indicators -				
	Unit	October 2020	November 2020	December 2020
Number of enterprises		0.1	0.5	1.9
Number of employees	Thousands	-0.5	3.4	4.5
Total gross monthly earnings per employee		0	1	5
Regular gross monthly earnings per employee	Euros	0	0	1
Base gross monthly earnings per employee		0	0	0
Number of enterprises (y-o-y)		0.1	0.1	0.5
Number of employees (y-o-y)		-0.1	0.0	0.1
Total gross monthly earnings per employee	pp	0.0	0.1	0.4
Regular gross monthly earnings per employee		0.0	0.0	0.1
Base gross monthly earnings per employee		0.0	-0.1	-0.1

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

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

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

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

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

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

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

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

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

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

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

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

Next Press Release: 12 August 2021.