Gross monthly earnings per employee

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

June 2021

Gross monthly earnings per employee increased by 5.1% in the quarter ended in June 2021, to €1,395

The gross monthly earnings per employee (per job) increased by 5.1% in the quarter ended in June 2021 (2nd quarter), compared to the same period of 2020, to €1,395. The gross regular monthly earnings increased by 4.6% and the base earnings increased by 4.2%, which reached €1,112 and €1,046, respectively. In real terms, considering the Consumer Price Index, the relative changes of those gross monthly earnings were 4.3%, 3.8% and 3.4%, respectively. These data concern nearly 4.2 million of employees, from Social Security's beneficiaries and from subscribers of *Caixa Geral de Aposentações*.

The recent dynamics of the average monthly earnings in the quarter ended in June 2021 was affected by the significant decreased of enterprises covered by the new simplified layoff regime and the return to full earnings by employees in that regime. In fact, in June 2021 only 2.9% of the total enterprises had employees in the layoff regime (16.7% in March 2021), corresponding to 4.0% of the total employees (32.9% in March). In that period, the number of employees increased by 2.8% compared to a year before (had decreased by 2.2% in March). In June 2020, 26.7% of enterprises had employees in layoff, representing 48.9% of total employees.

As released in the Labour Force Survey of yesterday, the administrative data from the two sources above show an increase of employees by 2.8% compared to one year before (there was a decrease of 2.2% in March).

1. Introduction

Following the work that Statistics Portugal has been doing with the statistical use of data from the Monthly Statement of Earnings (DMR – *Declaração Mensal de Remunerações*) sent by enterprises[1] to the Social Security and the Contributive Relation (RC – *Relação Contributiva*) of *Caixa Geral de Aposentações* (CGA),[2]

that represents an universe of 4.2 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

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[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.

employees) and by institutional sector[3], up to the quarter ended in June 2021.

2. Gross monthly earnings per employee and components

In June 2021[4], the gross monthly earnings per employee increased by 5.1% (Figure 1[5]), from €1,327 in June 2020 to €1,395 in June 2021. This change is 1.6 percentage points (pp) higher than the one observed in March 2021. In part, this acceleration is associated with the fact that in the same 2020 period, a significant proportion of companies (26.7%) resorted to the simplified layoff regime. This regime imposed a reduction in remuneration, aiming to protect employment. In June 2021, the simplified layoff is almost residual, leading to a recovery in earnings, due the returning to previous levels in most enterprises that benefited from this regime (section 7 of this Press Release presents a more in-depth analysis of the impact of this regime on employment and earnings levels).

The regular gross monthly earnings per employee, which exclude, among other earnings components, the Christmas and Holidays allowances and, thus, have a less seasonal behaviour[6], showed a relative change of 4.6%, from €1,064 in June 2020 to €1,112 in June 2021. This

component registered a higher change compared to March 2021 (up 0.8 pp).

The base gross monthly earnings per employee, which only includes the base earnings, increased by 4.2%, from €1,003 in June 2020 to €1,046 in June 2021. This change was higher than the one observed in March 2021 (up 0.4 pp).

Figure 1: Year-on-year change of gross monthly earnings per employee (total and regular)
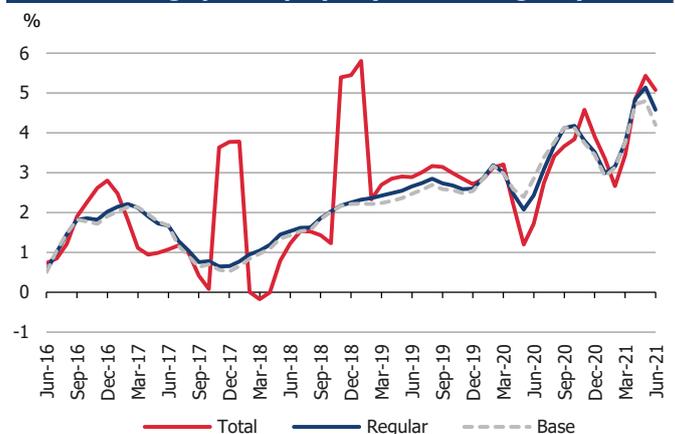
In real terms, that is, considering the inflation measured by the change of the Consumer Price Index (CPI) that was 0.8% in the 1st quarter of 2021, the gross earnings (total, regular and base) registered a year-on-year real increase of 4.3%, 3.8%, and 3.4% (Figures 2, 3 and 4).

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[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).

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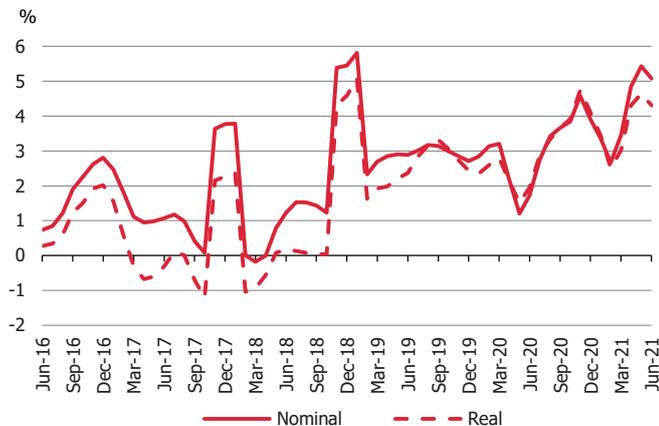

**Figure 3: Year-on-year change of regular gross monthly earnings per employee (nominal and real)**
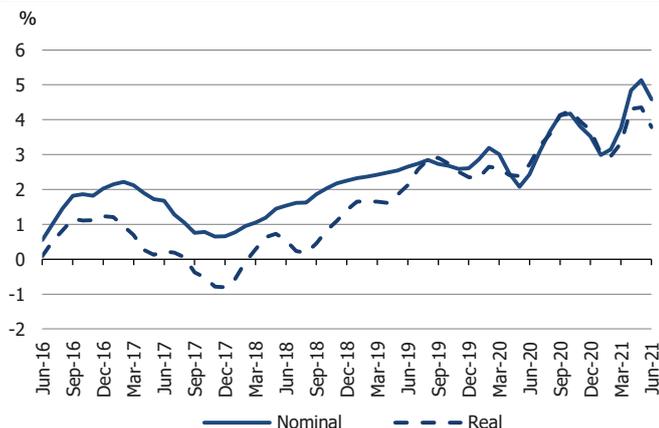
Figure 4: Year-on-year change of base gross monthly earnings per employee (nominal and real)

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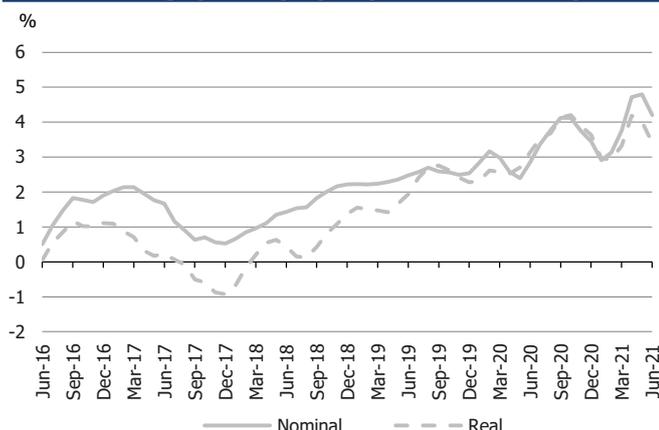
3. Gross earnings by economic activity[7]

In June 2021, the total earnings ranged from €844, in the activities of *Agriculture, farming of animals, hunting and forestry* (section A), to €3,051, in the activities of *Electricity, gas, steam and air conditioning supply* (D) (Table 2 of the Annex).

In turn, the regular earnings ranged from €712, in the activities if *Agriculture, farming of animals, hunting and forestry* (A), to €2,542, in the activities of *Electricity, gas, steam and air conditioning supply* (D).

Regarding the base earnings, it ranges from €690, in the activities if *Agriculture, farming of animals, hunting and forestry* (A), to €2,354, 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 *Arts, entertainment, sports and recreation activities* (R; 13.6%), followed by *Accommodation and food service activities* (I; 11.4%). Both activities registered an increased in the number of employees compared to the minimum observed in April 2021: up 2.6% and 6.7% respectively. As stated before, this comparison focuses on the 2020 period, when the simplified layoff regime was created, being widely used in these activities.

On the other hand, the lowest increases were observed in the activities of *Electricity, gas, steam, cold and hot water and cold air* (D, down 1.0%) and in the activities of *Public administration and defence; compulsory social security* (O, down 0.5%) (Figure 5).

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

Gross monthly earnings per employee – June 2021

The larger increases of the regular earnings were observed in the *Arts, entertainment, sports and recreation activities* (R; 13.0%), in the activities of *Accommodation and food service activities* (I, 11.0%). Both activities observed an increased in the number of employees compared to the minimum of April 2021: up 2.6% and 6.7%, respectively.

On the other hand, the activities of *Public administration and defence; compulsory social security* (O) decreased by 1.1% (Figure 6).

Figure 5: Year-on-year change of total gross monthly earnings per employee by economic activity (NACE-Rev. 2) in June 2021
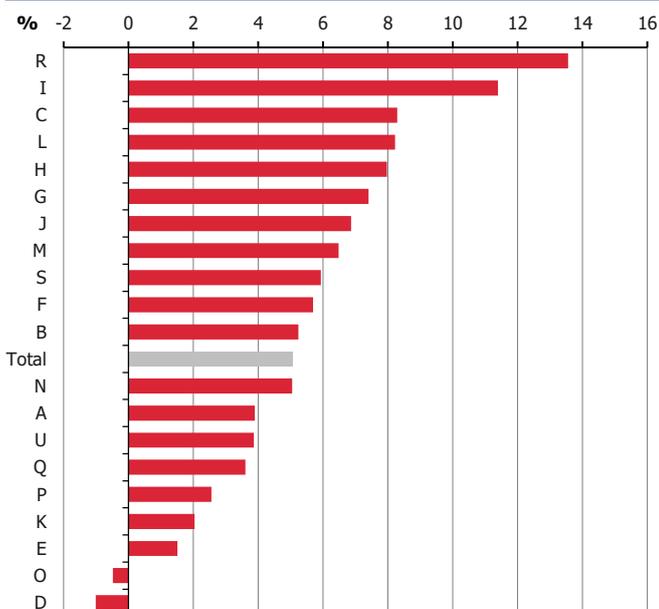
Regarding the base earnings, the activities with larger year-on-year increases were the in the *Arts, entertainment, sports and recreation activities* (R; 12.6%), in the activities of *Accommodation and food service activities* (I, 10.2%). On the other hand, only two activities registered negative annual change: in the activities of *Public administration and defence; compulsory social security* (O, less 0.4%) and in the

activities of *Electricity, gas, steam and air conditioning supply* (D; less 0.3%) (Figure 7).

Figure 6: Year-on-year change of regular gross monthly earnings per employee by economic activity (NACE-Rev. 2) in June 2021
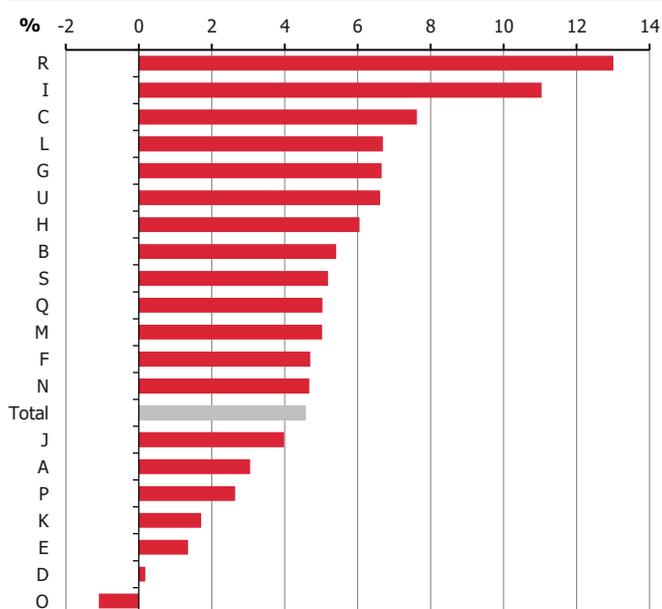
Figure 7: Year-on-year change of base gross monthly earnings per employee by economic activity (NACE-Rev. 2) in June 2021
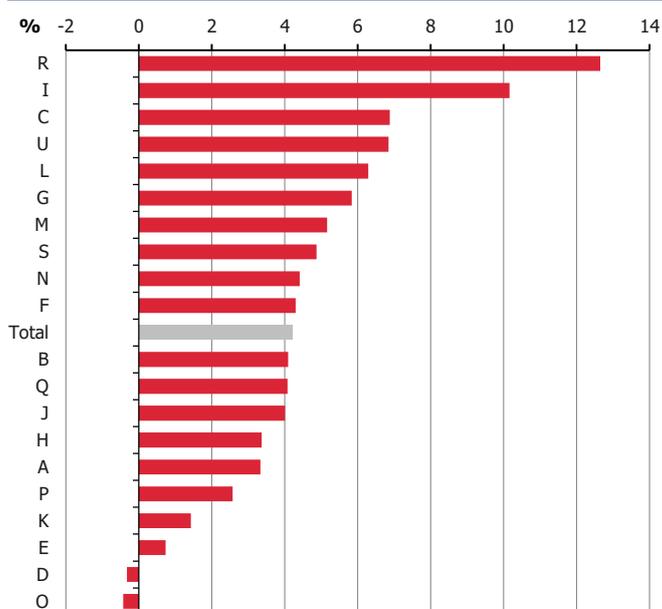
4. Gross earnings by enterprise size

In June 2021, the total gross monthly earnings per employee ranged from €850, in enterprises with 1 to 4 employees, to €1,788, in enterprises with 250 to 499 employees (Table 3 of the Annex).

Regarding the regular and the base earnings, the smaller and larger monthly earnings were also observed in the size class of 1 to 4 employees (€776 and €767, respectively) and in the size class of 250 to 499 employees (€1,365 and €1,283, respectively).

Regarding to the same period of the last year (June 2020), the larger changes were observed in enterprises of 20 to 49 employees and of 10 to 19 employees (8.1% and 8.0% respectively) (Figure 8). In turn, the lower year-on-year change was observed in the size class of 500 and more employees (1.5%).

Figure 8: Year-on-year change of total gross monthly earnings per employee by employment size class in June 2021
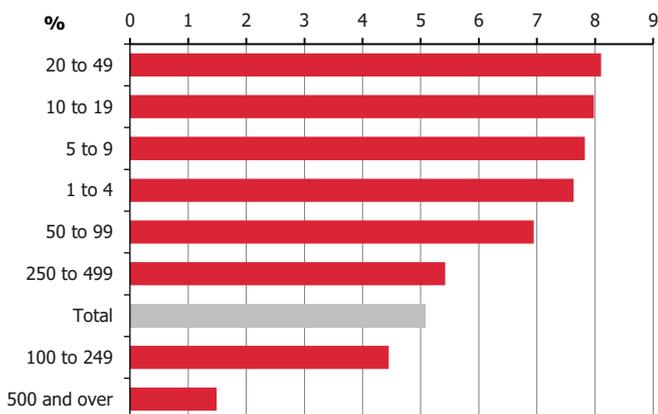
As of the regular and base earnings, the larger year-on-year changes were observed in the smallest enterprises: of 1 to 4 (7.1% and 6.9%, respectively) and of 10 to 19 (6.9% and 6.4%). The smaller year-on-year changes of regular and base gross earnings were observed in enterprises of 500 employees and over

(1.3% and 1.2% respectively) and the 100 to 249 employees (4.2% and 3.8%) (Figures 9 and 10).

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

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

5. Gross earnings by institutional sector

Using, as reference, the institutional sector of Public Administration (S13) used by National Accounts[8], it is observed a year-on-year increase of 0.5%, from €2,136 in June 2020 to €2,146 in June 2021. The regular component increased, from the same period of the last year, 0.5%, to €1,573 (€1,565 in June 2020). The base earnings increased, of 0.6%, from €1,479 to €1,488 in June 2021 (Figures 11 and 12).

In the private sector, the total earnings recorded a much higher year-on-year increase than the public sector (6.9% vs. 0.5%), from €1,155 in June 2020 to €1,234 in June 2021. The regular component also observed a higher increase in the private sector (6.0% vs. 0.5%), from €957 to €1,014, as well as the base earnings (5.4% vs. 0.6%), from €902 to €951. This different dynamic largely reflects the greater access to the simplified layoff regime by the private sector. Regarding to the number of employees, however, the increase observed was similar in the two sectors: 2.9% in the public sector and 2.8% in the private sector.

The average earnings differences between the public and private sector reflect, among others, differences in the tasks performed and in the employees' qualifications. Thus, it is observed that the employees in the public sector have on average, a higher educational level[9]: 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 June 2021
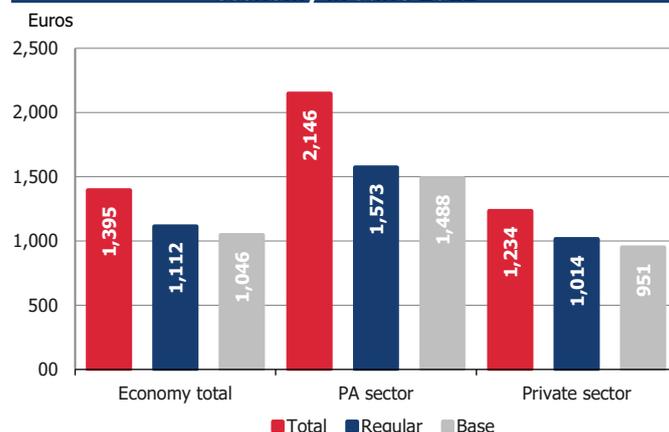
Figure 12: Year-on-year change of regulargross montly earnings per employee by institutional sector of the economy

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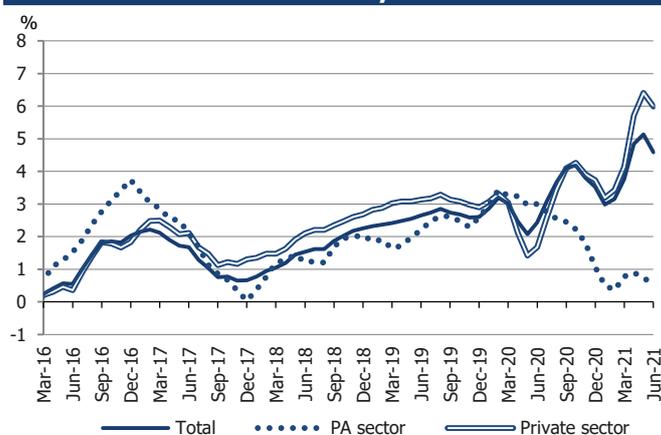
[8] The universe of entities that compose the institutional sector of the Public Administration is subject to updates twice a year.

[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 Pessoal*), from Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security.

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

In June 2021, the regular earnings of the sector of mainly tradable goods and services (T; sections A to C) recorded a higher increase than the total economy (7.1% *vs.* 4.6%), from €918 in June 2020 to €982 in June 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 (5.5% *vs.* 4.6%), to €1,039 (€985 in June 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 (1.7% *vs.* 4.6%), from €1,347 to €1,370 in June 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
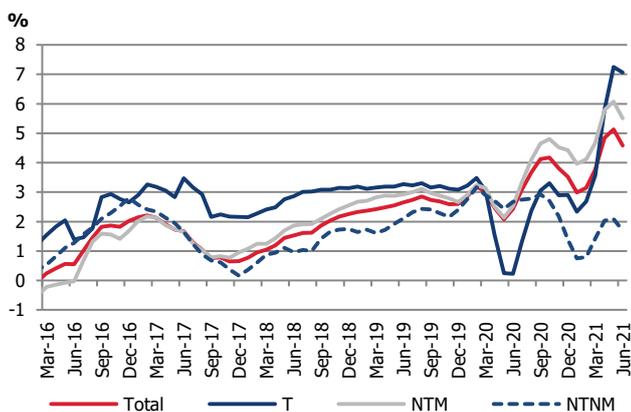
Notes:
T - Sector of mainly tradable goods and services (sections A to C).
NTM - Sector of mainly non-tradable market goods and services (sections D to U, excluding O, Q and Q).
NTNM - Sector of mainly non-tradable non-market goods and services (sections O, P and Q).

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[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

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

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

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 enterprises have been identified, their relative behaviour can be evaluated in respect of the

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

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 (10.3% below, in June 2021) and those of non-layoff enterprises earning above average (14.9% above, in June 2021).

From July 2020 onwards, the number of layoff enterprises sharply decreased, covering 26.7% in June 2020, 3.2% in September 2020 and only 0.1% in December 2020. In March 2021, the number of layoff enterprises increased again, reaching 16.7% of the enterprises and 32.9% of the employees of economy's total. In June 2021, the enterprises in layoff sharply decreased to 2.9%, representing 4.0% of the total employees.

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, 3.3% for non-layoff enterprises and 3.1% 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 (0.7% in June 2021, 5.6% in the year before), while the layoff enterprises registered a higher change than the total economy (6.7% *vs.* 4.2% in June 2021) (Figure 14).

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 0.9% compared to March 2019. In June 2020, it was observed the largest decreased in the number of employees (down 3.5% compared to the year before). Since December 2020, the number of employees increased (0.2% in December 2020, 1.7% in March 2021 and 6.3% in June 2021), being June'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 2.1% in June 2020, down 2.6% in September, down 3.2% in December 2020 and down

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

4.7% in March 2021. In June 2021 the downward trend reversed with an increase of 0.5% (Figure 15).

Figure 15: Year-on-year change of the number of employees for economy's total, layoff enterprises and non-layoff enterprises
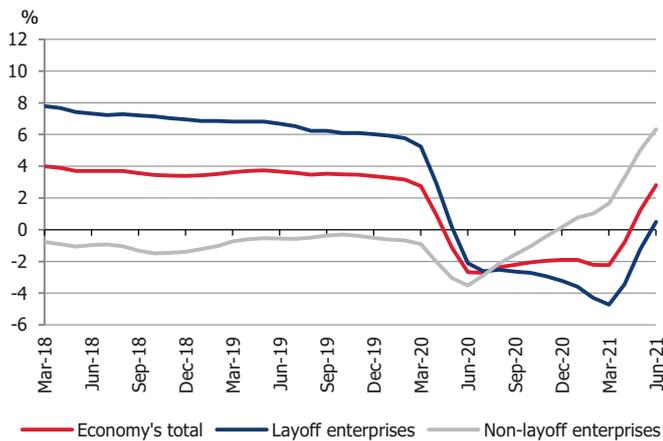
In summary, the recent evolution of gross earnings per employee resulted from a combined effect of the decrease in the number of enterprises/employees

covered by layoff (with consequent recovery of the partial loss of earnings associated to layoff).

In June 2021, the increase in total gross earnings per employee, compared to the same period in 2020 (5.1%), was particularly high in layoff enterprises (7.5%) and in the private sector of the economy (6.9%), and was accompanied by a 2.8% change in the number of workers. Moreover, the increase in remuneration was greater in the activities of *Arts, entertainment and recreation* (13.6%) and in the *Accommodation and food service activities* (11.4%) and in small and medium-sized companies - 1 to 4 employees (7.6%), 5 to 9 employees (7.8%), 10 to 19 employees (8.0%) and 20 to 49 employees (8.1%).

Enterprises in the above groups suffered the most from the consequences of the COVID-19 pandemic in 2020.

Portugal	Year-on-year change		Share of employees
Main year-on-year change on gross monthly earnings per employee in June 2021			
	Total gross earnings	Number of employees	
	%		
Total	**5.1**	**2.8**	**100**
By economic activity			
C - Manufacturing	8.3	0.1	16.1
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	7.4	1.9	15.6
H - Transportation and storage	8.0	-0.8	4.1
I - Accommodation and food service activities	11.4	-3.0	6.4
L - Real estate activities	8.2	1.1	1.1
R - Arts, entertainment and recreation	13.6	1.2	0.9
By enterprise size			
From 1 to 4 employees	5.1	2.8	12.9
From 5 to 9 employees	7.8	1.3	9.1
From 10 to 19 employees	8.0	2.1	9.1
From 20 to 49 employees	8.1	1.8	12.0
By institutional sector			
Public sector	0.5	2.9	17.6
Private sector	6.9	2.8	82.4
By layoff status			
Layoff enterprise	7.5	0.5	59.1
Non-layoff enterprise	1.6	6.3	40.9

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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								
June	4,160.8	1,395	1,112	1,046	2.8	5.1	4.6	4.2
May	4,126.8	1,249	1,116	1,048	1.2	5.4	5.1	4.8
April	4,096.1	1,237	1,116	1,049	-0.8	4.8	4.8	4.7
March	4,084.9	1,231	1,108	1,041	-2.2	3.5	3.8	3.8
February	4,094.3	1,291	1,096	1,030	-2.2	2.7	3.1	3.1
January	4,124.5	1,487	1,082	1,016	-1.9	3.3	3.0	2.9
2020								
December	4,136.8	1,478	1,079	1,012	-1.9	3.9	3.5	3.4
November	4,137.7	1,403	1,078	1,013	-2.0	4.6	3.8	3.7
October	4,117.0	1,216	1,083	1,018	-2.1	3.8	4.2	4.1
September	4,109.8	1,267	1,081	1,017	-2.2	3.7	4.1	4.1
August	4,097.6	1,405	1,076	1,013	-2.4	3.4	3.7	3.8
July	4,073.6	1,387	1,070	1,008	-2.7	2.7	3.1	3.4
June	4,047.2	1,327	1,064	1,003	-2.7	1.7	2.4	2.8
May	4,077.2	1,185	1,061	1,000	-1.1	1.2	2.1	2.4
April	4,129.2	1,180	1,064	1,001	0.9	2.2	2.5	2.6
March	4,178.4	1,190	1,067	1,003	2.8	3.2	3.0	3.0
February	4,187.2	1,258	1,063	998	3.2	3.1	3.2	3.2
January	4,204.3	1,439	1,051	987	3.3	2.8	2.9	2.8
2019								
December	4,217.4	1,423	1,042	978	3.4	2.7	2.6	2.5
November	4,220.1	1,342	1,038	976	3.5	2.8	2.6	2.5
October	4,203.7	1,171	1,040	978	3.5	3.0	2.7	2.6
September	4,203.1	1,222	1,038	977	3.5	3.1	2.7	2.6
August	4,197.2	1,359	1,038	976	3.5	3.2	2.8	2.7
July	4,187.6	1,350	1,038	975	3.6	3.0	2.7	2.6
June	4,158.7	1,305	1,038	976	3.7	2.9	2.7	2.5
May	4,124.0	1,171	1,040	977	3.7	2.9	2.5	2.4
April	4,091.8	1,155	1,039	976	3.7	2.9	2.5	2.3
March	4,066.3	1,153	1,036	974	3.6	2.7	2.4	2.2
February	4,058.9	1,219	1,030	968	3.5	2.3	2.4	2.2
January	4,071.1	1,400	1,022	960	3.4	5.8	2.3	2.2
2018								
December	4,080.1	1,385	1,015	954	3.4	5.4	2.2	2.2
November	4,078.6	1,305	1,012	952	3.4	5.4	2.2	2.2
October	4,061.8	1,137	1,012	953	3.5	1.2	2.0	2.0
September	4,059.5	1,185	1,011	952	3.6	1.4	1.9	1.8
August	4,056.1	1,317	1,010	951	3.7	1.5	1.6	1.6
July	4,042.4	1,310	1,010	951	3.7	1.5	1.6	1.5
June	4,011.6	1,268	1,012	952	3.7	1.2	1.5	1.4
May	3,975.2	1,138	1,014	954	3.7	0.8	1.4	1.3
April	3,945.9	1,123	1,014	954	3.9	0.0	1.2	1.1
March	3,924.0	1,123	1,012	953	4.0	-0.2	1.0	1.0
February	3,921.3	1,192	1,006	947	4.1	0.0	0.9	0.8
January	3,936.1	1,323	998	939	4.2	3.8	0.8	0.7
2017								
December	3,945.9	1,314	993	933	4.3	3.8	0.7	0.5
November	3,944.2	1,238	991	932	4.3	3.6	0.6	0.6
October	3,926.1	1,123	992	934	4.2	0.1	0.8	0.7
September	3,920.0	1,168	992	935	4.3	0.4	0.8	0.6
August	3,911.4	1,297	993	936	4.8	1.0	1.0	0.9
July	3,898.1	1,290	994	936	5.3	1.2	1.3	1.2

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

Table 2: Number of employees and gross monthly earnings per employee (total, regular and base) by economic activity (NACE-Rev. 2) in June 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	**4,160.8**	**1,395**	**1,112**	**1,046**	**2.8**	**5.1**	**4.6**	**4.2**
A - Agriculture, forestry and fishing	94.0	844	712	690	3.9	3.9	3.0	3.3
B - Mining and quarrying	8.9	1,631	1,301	1,077	3.0	5.2	5.4	4.1
C - Manufacturing	670.3	1,214	1,016	965	0.1	8.3	7.6	6.9
D - Electricity, gas, steam and air conditioning supply	11.2	3,051	2,542	2,354	- 2.7	- 1.0	0.2	- 0.3
E - Water supply; sewerage, waste management and remediation activities	36.8	1,352	1,004	931	5.4	1.5	1.3	0.7
F - Construction	302.5	980	842	809	7.9	5.7	4.7	4.3
G - Wholesale and retail trade; repair of motor vehicles and motorcycles	648.1	1,212	965	916	1.9	7.4	6.7	5.8
H - Transportation and storage	172.3	1,615	1,275	1,055	- 0.8	8.0	6.1	3.4
I - Accommodation and food service activities	267.0	849	740	725	- 3.0	11.4	11.0	10.2
J - Information and communication	133.9	2,191	1,725	1,597	7.6	6.9	4.0	4.0
K - Financial and insurance activities	85.0	2,492	2,142	1,724	0.1	2.0	1.7	1.4
L - Real estate activities	45.8	1,112	964	939	1.1	8.2	6.7	6.3
M - Professional, scientific and technical activities	191.8	1,568	1,294	1,237	6.1	6.5	5.0	5.2
N - Administrative and support service activities	312.7	940	729	691	11.3	5.0	4.7	4.4
O - Public administration and defence; compulsory social security	385.4	1,890	1,404	1,282	3.4	- 0.5	- 1.1	- 0.4
P - Education	278.2	2,238	1,717	1,703	1.1	2.6	2.6	2.6
Q - Human health and social work activities	391.4	1,463	1,089	1,042	3.8	3.6	5.0	4.1
R - Arts, entertainment and recreation	38.3	1,348	1,130	1,081	1.2	13.6	13.0	12.6
S - Other service activities	80.9	1,110	934	908	- 1.8	5.9	5.2	4.9
U - Activities of extraterritorial organisations and bodies	1.6	2,073	1,834	1,804	30.9	3.9	6.6	6.8

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

Table 3: Number of employees and gross monthly earnings per employee (total, regular and base) by enterprise size in June 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	**4,160.8**	**1,395**	**1,112**	**1,046**	**2.8**	**5.1**	**4.6**	**4.2**
From 1 to 4 employees	536.9	850	776	767	1.2	7.6	7.1	6.9
From 5 to 9 employees	380.7	1,000	871	851	1.3	7.8	6.8	6.3
From 10 to 19 employees	380.6	1,105	937	906	2.1	8.0	6.9	6.4
From 20 to 49 employees	498.0	1,216	1,006	959	1.8	8.1	6.9	6.2
From 50 to 99 employees	362.3	1,353	1,090	1,031	3.8	6.9	5.9	5.3
From 100 to 249 employees	522.8	1,641	1,279	1,212	2.5	4.5	4.2	3.8
From 250 to 499 employees	334.1	1,788	1,365	1,283	1.8	5.4	4.9	3.9
500 employees and over	1,145.4	1,742	1,312	1,184	4.9	1.5	1.3	1.2

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

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	Quarter ended in the month				Year-on-year change			
Portugal	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**	**Number of employees**	**Total gross earnings**	**Regular gross earnings**	**Base gross earnings**
	Thousands	**Euro**			**%**			
2021								
June	733.5	2,146	1,573	1,488	2.9	0.5	0.5	0.6
May	732.2	1,659	1,578	1,489	3.2	1.0	0.7	0.6
April	731.3	1,658	1,577	1,487	3.0	1.3	0.9	0.8
March	730.4	1,654	1,571	1,482	2.8	1.6	0.8	0.8
February	729.3	1,659	1,565	1,478	2.9	1.6	0.4	0.6
January	731.2	2,140	1,552	1,467	3.1	1.7	0.5	0.8
2020								
December	727.5	2,141	1,554	1,468	2.8	2.0	1.1	1.5
November	721.5	2,138	1,559	1,473	2.4	2.3	1.8	2.2
October	711.4	1,663	1,576	1,488	2.2	2.5	2.2	2.6
September	708.5	1,675	1,580	1,491	2.2	2.5	2.5	2.8
August	712.8	2,161	1,572	1,483	2.2	2.5	2.6	3.0
July	713.9	2,147	1,568	1,481	1.9	2.7	2.8	3.3
June	712.9	2,136	1,565	1,479	1.6	3.1	3.0	3.6
May	709.4	1,643	1,566	1,480	1.5	3.1	3.0	3.5
April	710.0	1,637	1,563	1,475	1.7	3.4	3.2	3.7
March	710.5	1,629	1,559	1,471	1.9	3.3	3.3	3.7
February	708.4	1,634	1,559	1,470	1.6	3.5	3.4	3.8
January	709.5	2,105	1,544	1,455	1.3	2.9	3.0	3.3
2019								
December	707.6	2,100	1,537	1,446	1.1	2.8	2.6	2.8
November	704.8	2,091	1,531	1,440	1.2	2.6	2.3	2.4
October	696.4	1,623	1,542	1,450	1.0	2.8	2.5	2.5
September	693.4	1,635	1,542	1,450	0.8	2.9	2.6	2.6
August	697.3	2,108	1,533	1,440	0.7	3.0	2.6	2.6
July	700.6	2,090	1,526	1,434	0.9	3.0	2.5	2.4
June	702.0	2,073	1,519	1,427	1.1	2.8	2.2	2.1
May	698.6	1,594	1,521	1,429	1.1	2.7	2.0	1.8
April	698.3	1,583	1,514	1,422	1.1	2.4	1.7	1.6
March	697.3	1,576	1,510	1,419	1.0	2.3	1.6	1.5
February	697.5	1,579	1,507	1,416	0.9	1.3	1.9	1.8
January	700.0	2,046	1,500	1,408	0.9	13.4	1.9	1.8
2018								
December	700.0	2,043	1,498	1,407	0.8	12.4	2.0	2.1
November	696.2	2,038	1,497	1,406	0.7	12.5	2.0	2.0
October	689.6	1,579	1,504	1,414	0.4	-0.9	2.0	1.9
September	688.2	1,588	1,503	1,413	0.4	-1.2	1.7	1.6
August	692.6	2,046	1,493	1,404	0.5	-1.1	1.2	1.0
July	694.5	2,029	1,489	1,400	0.3	-1.3	1.2	1.0
June	694.3	2,017	1,486	1,398	0.3	-1.2	1.2	1.0
May	690.7	1,553	1,492	1,403	0.2	-1.7	1.5	1.3
April	690.4	1,546	1,488	1,400	0.4	-1.8	1.3	1.2
March	690.1	1,541	1,485	1,398	0.5	-2.0	1.2	1.1
February	691.6	1,559	1,479	1,391	0.8	-2.4	0.8	0.6
January	693.8	1,804	1,473	1,384	1.1	11.3	0.4	0.1
2017								
December	694.7	1,818	1,468	1,379	1.3	10.8	0.0	-0.3
November	691.4	1,812	1,468	1,378	1.3	11.0	0.3	0.1
October	686.7	1,594	1,476	1,387	1.3	-2.4	0.7	0.5
September	685.3	1,608	1,478	1,391	1.4	-1.7	0.9	0.6
August	689.3	2,069	1,476	1,390	1.5	-0.6	1.1	0.9
July	692.2	2,057	1,471	1,386	1.5	-0.4	1.7	1.5

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

Gross monthly earnings per employee – June 2021

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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								
June	3,427.2	1,234	1,014	951	2.8	6.9	6.0	5.4
May	3,394.6	1,161	1,016	953	0.8	6.7	6.4	6.0
April	3,364.8	1,146	1,016	953	-1.6	5.6	5.7	5.6
March	3,354.5	1,139	1,007	945	-3.3	3.5	4.1	4.1
February	3,365.0	1,211	995	932	-3.3	2.6	3.4	3.3
January	3,393.3	1,347	981	918	-2.9	3.3	3.2	3.0
2020								
December	3,409.3	1,337	977	915	-2.9	3.9	3.7	3.5
November	3,416.2	1,248	976	915	-2.8	4.7	3.9	3.7
October	3,405.6	1,123	980	920	-2.9	3.8	4.3	4.1
September	3,401.3	1,181	977	918	-3.1	3.6	4.1	4.0
August	3,384.8	1,246	972	914	-3.3	3.0	3.4	3.4
July	3,359.7	1,225	964	908	-3.6	2.0	2.6	2.8
June	3,334.3	1,155	957	902	-3.5	0.5	1.7	2.0
May	3,367.8	1,089	955	899	-1.7	0.4	1.4	1.6
April	3,419.2	1,086	961	903	0.8	1.7	2.1	2.1
March	3,467.9	1,100	967	907	2.9	3.3	3.0	2.9
February	3,478.8	1,181	962	902	3.5	3.2	3.3	3.2
January	3,494.8	1,304	951	892	3.7	3.1	3.1	2.9
2019								
December	3,509.8	1,286	942	884	3.8	3.0	2.9	2.7
November	3,515.3	1,192	940	883	3.9	3.3	3.0	2.8
October	3,507.2	1,082	940	884	4.0	3.3	3.1	2.9
September	3,509.7	1,140	939	883	4.1	3.4	3.1	2.9
August	3,499.9	1,209	940	884	4.1	3.7	3.3	3.1
July	3,487.0	1,201	940	883	4.2	3.4	3.2	3.0
June	3,456.7	1,149	941	884	4.2	3.4	3.1	2.9
May	3,425.4	1,085	941	885	4.3	3.2	3.1	2.9
April	3,393.5	1,067	941	884	4.2	3.3	3.1	2.9
March	3,369.0	1,065	938	882	4.2	3.1	3.0	2.8
February	3,361.4	1,145	931	875	4.1	2.9	2.9	2.7
January	3,371.1	1,265	922	867	4.0	3.7	2.8	2.7
2018								
December	3,380.1	1,249	915	860	4.0	3.6	2.7	2.6
November	3,382.4	1,154	912	859	4.0	3.4	2.6	2.6
October	3,372.2	1,047	912	859	4.1	2.3	2.5	2.5
September	3,371.3	1,102	910	858	4.2	2.6	2.3	2.3
August	3,363.6	1,167	910	857	4.4	3.1	2.2	2.2
July	3,347.9	1,161	911	858	4.4	3.2	2.2	2.2
June	3,317.3	1,112	912	859	4.4	2.8	2.1	2.0
May	3,284.5	1,051	913	860	4.5	2.0	1.9	1.8
April	3,255.5	1,033	913	860	4.7	1.0	1.6	1.5
March	3,233.9	1,034	911	858	4.8	0.8	1.5	1.4
February	3,229.7	1,113	905	852	4.9	1.1	1.5	1.4
January	3,242.3	1,220	897	844	4.9	1.8	1.4	1.3
2017								
December	3,251.1	1,206	892	838	5.0	2.0	1.3	1.2
November	3,252.7	1,116	889	837	4.9	1.6	1.2	1.2
October	3,239.5	1,024	890	838	4.8	1.3	1.2	1.2
September	3,234.7	1,075	889	838	4.9	1.4	1.1	1.0
August	3,222.1	1,132	890	839	5.5	2.3	1.5	1.4
July	3,205.9	1,125	891	839	6.2	2.6	1.7	1.6

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

Gross monthly earnings per employee – June 2021

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								
June	773,2	1 174	982	933	0,6	7,7	7,1	6,4
May	770,8	1 115	982	932	-0,1	7,8	7,3	6,7
April	765,9	1 096	979	929	-1,2	6,0	5,8	5,5
March	762,5	1 081	968	920	-2,2	3,4	3,6	3,5
February	763,4	1 181	955	907	-3,2	1,9	2,7	2,6
January	767,5	1 299	941	893	-3,1	2,9	2,3	2,2
2020								
December	769,3	1 301	938	890	-3,1	3,6	2,9	2,7
November	770,6	1 185	939	892	-3,3	4,3	2,9	2,6
October	771,0	1 107	944	898	-3,2	2,9	3,3	3,1
September	773,8	1 191	941	895	-3,0	2,5	3,0	2,8
August	774,7	1 240	937	892	-2,8	1,8	2,4	2,3
July	773,1	1 191	927	885	-2,9	1,2	1,3	1,5
June	768,7	1 089	918	876	-3,3	-0,3	0,2	0,6
May	771,4	1 035	915	873	-2,5	-0,4	0,2	0,5
April	777,4	1 035	925	881	-1,7	1,2	1,5	1,5
March	785,8	1 045	935	889	-0,7	3,3	3,0	2,8
February	790,2	1 159	930	883	0,4	3,6	3,5	3,2
January	793,7	1 262	919	873	0,8	3,5	3,2	2,9
2019								
December	796,6	1 256	912	867	0,9	3,2	3,1	2,9
November	797,2	1 135	913	869	1,2	3,5	3,1	3,0
October	796,7	1 076	914	871	1,3	3,6	3,2	3,1
September	798,1	1 162	913	871	1,5	3,6	3,2	3,0
August	796,9	1 218	915	872	1,6	3,8	3,3	3,2
July	796,4	1 177	915	871	1,8	3,4	3,2	3,1
June	792,9	1 093	916	872	1,9	3,4	3,3	3,2
May	790,1	1 039	913	869	2,1	3,2	3,2	3,1
April	786,4	1 022	911	867	2,4	3,3	3,2	3,1
March	783,9	1 011	907	864	2,4	3,0	3,2	3,1
February	784,7	1 119	898	856	2,6	3,0	3,1	3,0
January	786,9	1 220	890	848	2,6	3,9	3,2	3,2
2018								
December	788,7	1 217	885	843	2,7	3,8	3,1	3,1
November	787,6	1 097	885	844	2,9	3,6	3,1	3,1
October	785,7	1 039	885	845	3,1	2,8	3,1	3,1
September	785,5	1 122	885	845	3,5	3,4	3,1	3,1
August	784,3	1 174	886	845	3,6	4,0	3,0	3,0
July	782,1	1 138	887	845	3,7	3,7	3,0	3,0
June	777,2	1 057	887	845	3,8	3,1	2,9	2,8
May	772,1	1 007	885	843	3,7	2,5	2,8	2,7
April	767,8	990	883	841	3,9	2,3	2,5	2,4
March	764,9	982	879	838	4,2	2,4	2,4	2,3
February	765,1	1 086	871	831	4,4	2,3	2,3	2,1
January	767,0	1 174	863	822	4,6	2,6	2,1	2,0
2017								
December	766,9	1 173	858	817	4,5	2,6	2,2	1,9
November	765,1	1 059	858	818	4,3	2,8	2,2	1,9
October	761,2	1 010	859	820	4,2	2,7	2,2	2,0
September	758,5	1 085	859	820	4,1	2,8	2,2	1,8
August	755,7	1 128	860	820	4,6	3,6	2,9	2,6
July	753,6	1 098	861	820	5,2	4,3	3,2	2,9

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

Revised on 12/11/2021.

Gross monthly earnings per employee – June 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								
June	2 327,9	1 274	1 039	966	3,5	6,6	5,5	5,0
May	2 300,2	1 200	1 042	969	0,9	6,3	6,1	5,7
April	2 277,1	1 188	1 044	971	-1,0	5,5	5,8	5,7
March	2 270,6	1 185	1 037	964	-2,5	3,8	4,7	4,7
February	2 278,6	1 248	1 025	952	-3,6	3,1	4,1	4,0
January	2 299,4	1 391	1 012	939	-3,1	3,7	4,0	3,7
2020								
December	2 313,0	1 374	1 006	933	-2,7	4,4	4,4	4,2
November	2 320,4	1 291	1 003	932	-2,9	5,0	4,5	4,3
October	2 313,5	1 148	1 005	935	-3,2	4,2	4,8	4,6
September	2 307,7	1 197	1 003	933	-3,4	4,0	4,7	4,6
August	2 290,8	1 266	998	930	-3,9	3,7	4,1	4,1
July	2 268,3	1 254	991	925	-4,3	2,5	3,3	3,6
June	2 249,4	1 196	985	920	-4,4	0,8	2,5	2,9
May	2 279,5	1 129	983	917	-2,1	0,6	2,1	2,4
April	2 321,8	1 126	987	919	-0,1	2,0	2,5	2,5
March	2 358,9	1 141	990	921	2,2	3,3	3,1	3,0
February	2 364,1	1 211	985	915	4,2	3,0	3,2	3,1
January	2 374,7	1 341	973	905	4,6	2,8	2,9	2,8
2019								
December	2 386,6	1 317	964	896	4,6	2,7	2,7	2,5
November	2 393,3	1 230	960	894	4,7	3,0	2,8	2,6
October	2 388,2	1 102	959	894	4,7	3,1	2,9	2,7
September	2 388,9	1 150	958	893	4,8	3,4	3,0	2,8
August	2 379,2	1 221	959	893	4,8	3,5	3,1	2,9
July	2 366,8	1 224	959	893	4,8	3,3	3,0	2,8
June	2 341,7	1 186	960	894	4,8	3,1	2,9	2,7
May	2 315,6	1 122	962	895	4,8	3,0	2,9	2,6
April	2 289,1	1 104	963	896	4,8	3,1	2,9	2,6
March	2 267,8	1 105	960	894	4,7	2,9	2,8	2,6
February	2 261,5	1 175	954	887	4,6	2,7	2,7	2,5
January	2 269,7	1 305	946	880	4,5	3,7	2,7	2,6
2018								
December	2 279,8	1 282	939	874	4,5	3,6	2,5	2,5
November	2 284,6	1 194	934	871	4,5	3,4	2,4	2,4
October	2 279,7	1 069	932	870	4,5	2,0	2,3	2,3
September	2 279,4	1 113	930	869	4,6	2,2	2,1	2,1
August	2 271,9	1 179	930	868	4,7	2,7	1,9	1,9
July	2 258,2	1 185	931	869	4,7	3,0	1,9	1,9
June	2 233,6	1 150	933	870	4,9	2,8	1,9	1,8
May	2 208,5	1 089	935	872	5,0	1,9	1,7	1,6
April	2 185,2	1 071	936	873	5,2	0,7	1,4	1,4
March	2 167,7	1 074	934	871	5,3	0,3	1,2	1,2
February	2 163,4	1 145	929	865	5,4	0,7	1,2	1,2
January	2 173,2	1 257	921	858	5,5	1,7	1,1	1,1
2017								
December	2 182,6	1 237	915	852	5,5	1,8	1,0	1,0
November	2 187,1	1 155	912	850	5,5	1,3	0,8	0,9
October	2 180,7	1 048	912	851	5,4	0,7	0,8	0,9
September	2 179,2	1 089	911	851	5,5	1,0	0,8	0,8
August	2 169,3	1 148	912	852	5,9	1,9	1,0	1,0
July	2 155,1	1 151	914	852	6,3	2,1	1,3	1,2

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

Revised on 12/11/2021.

Gross monthly earnings per employee – June 2021

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								
June	1 055,1	1 824	1 370	1 304	2,9	1,5	1,7	1,7
May	1 051,3	1 455	1 374	1 306	2,9	2,3	2,1	1,9
April	1 048,8	1 448	1 372	1 304	2,4	2,4	2,0	1,9
March	1 047,5	1 440	1 363	1 296	2,1	2,1	1,4	1,4
February	1 048,1	1 465	1 354	1 287	1,9	1,8	0,8	0,9
January	1 053,4	1 836	1 339	1 273	2,2	2,0	0,8	0,9
2020								
December	1 050,2	1 838	1 341	1 275	2,1	2,4	1,4	1,7
November	1 042,5	1 815	1 347	1 281	1,6	2,9	2,2	2,5
October	1 028,2	1 452	1 362	1 295	0,8	3,2	2,7	3,0
September	1 024,1	1 481	1 365	1 297	1,0	3,1	2,9	3,2
August	1 027,9	1 841	1 356	1 289	1,2	2,8	2,8	3,0
July	1 028,1	1 827	1 351	1 285	1,1	2,9	2,7	3,1
June	1 025,0	1 796	1 347	1 282	0,6	3,0	2,7	3,1
May	1 022,1	1 422	1 346	1 282	0,4	2,8	2,4	2,9
April	1 025,5	1 413	1 345	1 279	1,1	2,9	2,7	3,0
March	1 029,1	1 410	1 344	1 278	1,5	3,0	2,9	3,2
February	1 028,4	1 439	1 343	1 276	1,9	3,1	3,2	3,4
January	1 031,3	1 800	1 329	1 262	2,1	2,7	2,8	3,0
2019								
December	1 029,6	1 795	1 322	1 254	2,2	2,5	2,4	2,5
November	1 025,1	1 763	1 318	1 250	2,3	2,5	2,2	2,2
October	1 014,1	1 408	1 326	1 258	2,3	2,6	2,3	2,3
September	1 011,5	1 437	1 326	1 257	2,2	2,7	2,4	2,4
August	1 016,5	1 791	1 320	1 251	2,2	2,7	2,4	2,4
July	1 019,9	1 776	1 315	1 246	2,2	2,7	2,3	2,2
June	1 019,7	1 743	1 312	1 243	2,3	2,6	2,1	2,0
May	1 014,0	1 384	1 314	1 246	2,4	2,6	1,9	1,8
April	1 012,0	1 373	1 310	1 242	2,4	2,3	1,7	1,6
March	1 010,2	1 369	1 307	1 239	2,4	2,2	1,6	1,4
February	1 008,3	1 396	1 302	1 234	2,1	1,4	1,7	1,6
January	1 010,0	1 753	1 294	1 225	2,0	10,9	1,6	1,6
2018								
December	1 007,0	1 751	1 291	1 223	1,7	10,0	1,7	1,8
November	1 001,8	1 720	1 290	1 222	1,4	10,1	1,7	1,7
October	991,9	1 372	1 297	1 229	1,4	-0,6	1,7	1,6
September	990,1	1 399	1 295	1 228	1,2	-0,7	1,4	1,3
August	995,4	1 744	1 288	1 222	1,3	-0,7	1,0	0,8
July	997,8	1 729	1 285	1 219	1,3	-0,9	1,0	0,8
June	996,5	1 699	1 285	1 219	1,2	-1,1	1,0	0,8
May	990,2	1 349	1 290	1 224	1,0	-1,6	1,1	1,0
April	988,5	1 342	1 288	1 223	0,9	-1,8	0,9	0,8
March	987,0	1 339	1 286	1 221	0,9	-1,8	0,9	0,8
February	988,4	1 377	1 280	1 214	1,0	-1,9	0,6	0,4
January	991,5	1 581	1 273	1 207	1,3	8,8	0,4	0,1
2017								
December	992,0	1 591	1 269	1 202	1,4	8,5	0,2	-0,1
November	987,5	1 562	1 268	1 202	1,6	8,8	0,4	0,1
October	979,8	1 380	1 276	1 210	1,7	-1,8	0,6	0,4
September	977,9	1 409	1 277	1 212	1,7	-1,3	0,7	0,5
August	982,0	1 756	1 276	1 212	1,9	-0,5	0,9	0,7
July	985,1	1 745	1 272	1 209	2,1	-0,5	1,2	1,1

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

Revised on 12/11/2021.

Gross monthly earnings per employee – June 2021

TECHNICAL NOTE

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

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

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

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

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

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

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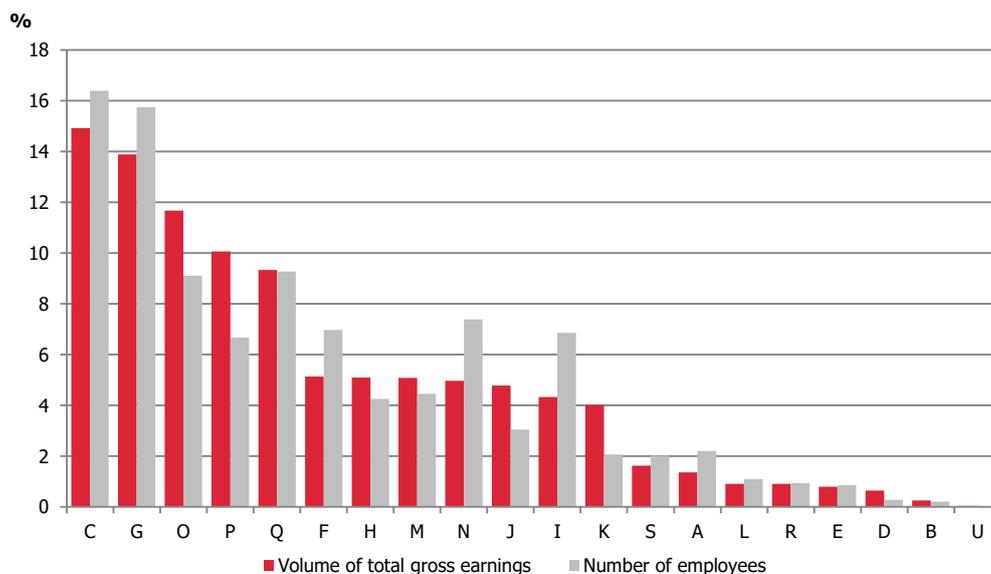
(continues)

Distribution of the total gross earnings (volume) and the number of employees by enterprise size in 2020
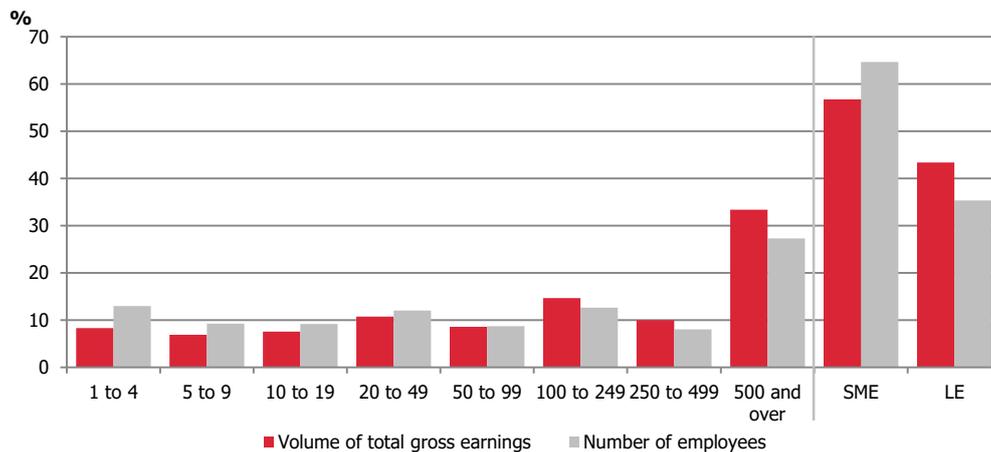
Notes:
SME: Small and Medium-size Enterprises (up to 249 emplyees).
LE: Large-size Enterprises (250 employees and over).

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

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

(continues)

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 March of 2021, are the following:

Revision of the estimates of the March 2021 - major indicators -				
	Unit	January 2021	February 2021	March 2021
Number of enterprises	Thousands	0.1	0.6	2.1
Number of employees		0.0	0.9	10.8
Total gross monthly earnings per employee		0	2	4
Regular gross monthly earnings per employee	Euros	0	1	2
Base gross monthly earnings per employee		0	0	0
Number of enterprises (y-o-y)		0.0	0.1	0.5
Number of employees (y-o-y)		0.0	0.0	0.3
Total gross monthly earnings per employee	pp	0.0	0.2	0.4
Regular gross monthly earnings per employee		0.0	0.1	0.2
Base gross monthly earnings per employee		0.0	0.0	0.0

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

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.

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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 19 July 2021.

Next Press Release: 11 November 2021.