

### **Agenda**

Portugal & its labour market

Finding & applying for a job

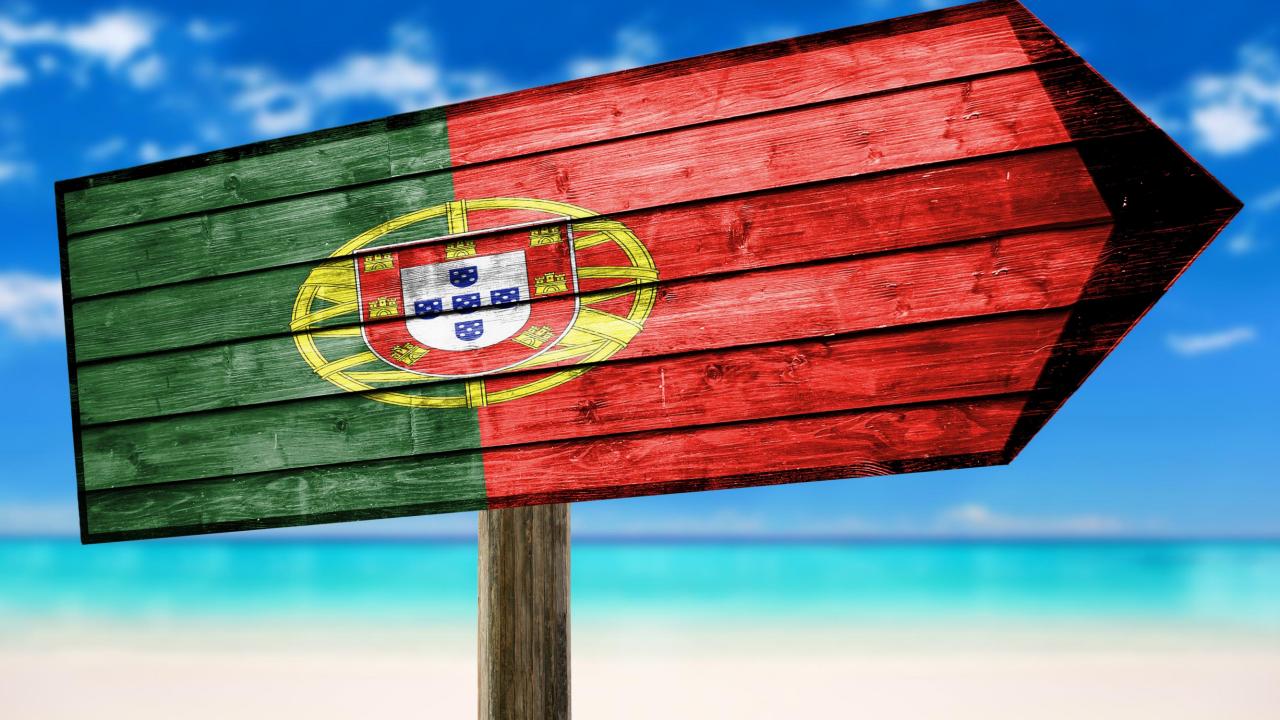
Learning Portuguese

Working & living in Portugal

Moving | returning to Portugal

How to reach us





### Facts & figures

**Area** 92,412 km2

Coastline > 1600 kms

9 regions

Lisboa, the capital

Population > 10,6 million

Portuguese: the official language

Parliamentary Republic

**Euro** (€) the currency















### **Diversity**

- The Alentejo planes
- Algarve, Ponta da Piedade
- Lisbon, the capital city
- North, Douro valley
- Azores, "7 Cidades" Lagoon
- Centre, "Estrela" Mountain



















### Food & Drink

Sardines & seafood, "Cozido", "Cataplana",
"Café e Pastéis de Nata", Portuguese wine & cheese,
Codfish & its 1001 ways, PETISCOS...



### Weather



Temperatures: +15 to 22°C

Pleasant
weather for
exploring
Pack layers, such
as T-shirts and
jackets, for shifts
in temperature



Temperatures:

+8 to 16°C

Winter is mild but unpredictable, with some sunny days and others rainy Bring long pants, long-sleeved shirts, closed-toe shoes, a jacket and umbrella



Temperatures:

+13 to 22°C

Prepare for lots of sunshine and warm days! Pack light clothing and some layers



Temperatures:

+20 to 35°C

You will have sunshine!
Pack sundresses, shorts, sandals and bathing suits for the beach













Surfing Popular Saints Parties

Night out







**Football** 

**Music Festivals** 

... a day at the Beach!

# ... having Fun!!!







# Creativity













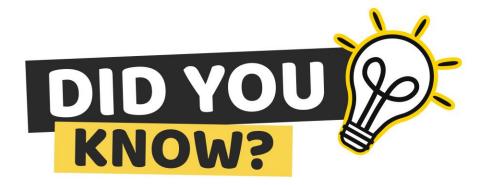












- Japanese tempura, the Hawaian ukulele and piri-piri are actually Portuguese "inventions"
- The biggest wave ever surfed was in Portugal
- The first Pirate Code, a code of conduct for governing pirates, was invented by Bartholomew, a Portuguese pirate
- Over half of the world's cork comes from Portugal
- Portugal holds the oldest, most stable, borders in mainland Europe







# **Digital**

- Best place to work for remote workers
- 8 cities in the Top 100 world ranking
- 9 unicorns





- Internet & comms prices
- Communication technology
- Coworking spaces (also in little towns)
- Digital nomad networking & services





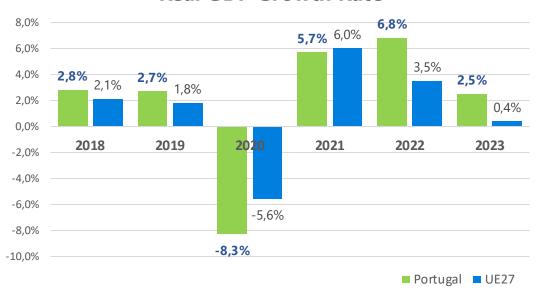






### **Economy & labour market**

#### **Real GDP Growth Rate**



**Source**: Eurostat

**6,2%** unemployment rate

**Source**: Eurostat, January 2025

**99,7%** of employers **mSMEs** (**80,1%** ≤ 10 workers)

68,5% employment

**72,5%** Service activities

**Source**: INE, National Statistics Institute







### **Growing sectors**



**DIGITAL** 



SHARED | GLOBAL BUSINESS SERVICES



TOURISM & HOSPITALITY



RENEWABLE ENERGIES



HEALTHCARE & BIOTECH







### Labour market: PES indicators



#### February 2025

Unemployed 338.735

< 25 years old **11,6%** 

1 year + **35,3**%

1<sup>st</sup> job **9,5%** 

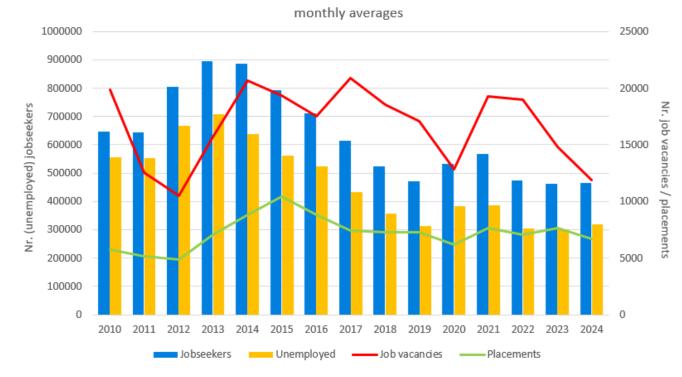
women **55,3%** 

no | basic education 50,2%

higher education 11,9%

foreigners \* 22,4%

#### Jobseekers vs. Job vacancies & Placements 2010-2024



#### 2024 (monthly average)

unemployed jobseekers318.687job vacancies9.102placements6.688





<sup>\*</sup> only for the Mainland

### Recruiting needs

# **Customer Service**

- Contact Centres (inbound, outbound)
- Shared Service Centres (sales, HR, administration, procurement, accountancy & control management)

Languages

#### **ICT & Digital**

- SW & Applications Developers & Programmers
- Systems Analysts
- Content Reviewers
- Telecom Engineering Technicians

#### Healthcare & Elderly Care

- **Medical Doctors** (several specializations)
- Nurses & Midwives
- Healthcare & Elderly Care Assistants

Professional Recognition

# Tourism & HORECA

- Chefs, Cooks
- Waiters & Bartenders
- Hotel Receptionists

seasonal

# Agriculture & Forestry

- Fruit picking: strawberries, blueberries, raspberries, grapes, pears, avocados,...; Greens picking
- Forestry labourers
- Machinery mechanics and repairers





### Recruiting needs

#### Construction

- Civil & Electrical Engineers
- Structural Metal Preparers / Erectors
- Floor Layers & Tile Setters
- Electricians; Plumbers & Pipe Fitters; Carpenters
- Welders & Flamecutters
- Earthmoving | Crane & Hoist Plant Operators
- Bricklayers, Concrete Placers & Finishers
- HVAC Technicians (Air Conditioning & Refrigeration)

#### Manufacturing

- Electric/Electronic Equipment & Mechanical Machinery Assemblers
- Electrical Engineers; Electrical Mechanics & Fitters
- Metal Finishing, Plating & Coating Machine Operators
- Shoemaking & Sewing Machine Operators
- Toolmakers: Metal Working Machine & Tool Setting Operators

# Transports & Logistics

- Heavy Truck & Lorry Drivers
- Bus & Tram Drivers
- Motor Vehicle Mechanics & Repairers
- Lifting Truck Operators

#### Other

- Commercial Sales Representatives
- Butchers, Meat Cutters & Fishmongers





### Some unemployment

# Sales, Marketing & Management

- Sales & Marketing Managers
- Management & Organisation Analysts
- Advertising & Marketing professionals
- Graphic and Multimedia Designers

#### Administrative

- General Office Clerks & Office Supervisors
  - Secretaries
- Receptionists (general)

# Tourism & HORECA

- Travel Consultants / Agents
- Waiters & Kitchen Helpers
- Hotel Receptionists & Luggage Porters
- Food Service Counter Attendants
- Cleaners

#### **Human Sciences**

- Social Workers
- Psychologists
- Personnel & Career Professionals

#### Other

- Messengers, Package Deliverers, Hand Packers
- Hairdressers & Beauticians







### **Learning Portuguese**



over 265 million speakers in the World



www.instituto-camoes.pt

www.portuguesmaisperto.pt/EN



http://caple.letras.ulisboa.pt/

#### e-learning platforms

- www.practiceportuguese.com
- www.portugueselab.com
- www.portugalist.com

#### **Apps**

30 Apps to learn Portuguese (Brazilian & European) alllanguageresources.com











### Your job search tips



- Job portals
- Companies' websites | SoMe
- Job Fairs
- LinkedIn profile

eures.europa.eu

<u>iefponline.iefp.pt</u> <u>europeanjobdays.eu</u>



- Job Centres
   Unemployment benefit?
   U2 form & register in max 7 days
- <u>Temporary Work</u><u>Agencies</u>
- Private Employment Agencies



- Your network (friends & family)
- National & regional newspapers
- Shop window ads







### Your job search websites

eures.europa.eu

<u>iefponline.iefp.pt</u> <u>europeanjobdays.eu</u>

#### **Generic job banks**

expressoemprego.pt
emprego.sapo.pt
net-empregos.com
pt.indeed.com
jobs.universia.net/pt/

#### **Non-PT speakers**

https://englishjobs.pt www.jobsinlisbon.com www.jobinporto.com

#### **IT-related**

www.itjobs.pt

https://empregosit.pt

https://portugal.jobsinnetwork.com

https://landing.jobs

<u>www.totaljobs.com</u> > Portugal

<u>www.glassdoor.com</u> > Portugal



#### **Tourism-related**

turijobs.pt hosco.com ambitur.pt









### Your job search: when in Portugal...



- Register ASAP at the <u>nearest Job Centre</u>
- Required document(s):
  - o ID card, or
  - Passport, or
  - Residence \* | Work Permit, or Job Search Visa (if you are a non-EU/EEA citizen)
- If you are an unemployment benefit recipient in your country of origin, bring the U2 Portable Document and, on arrival, register at the nearest Job Centre no later than up to 7 days



<sup>\*</sup> entitling you to work in Portugal

### Applying tips

### Motivation Letter + CV | LinkedIn profile

#### **Curriculum Vitae**

- reverse cronological order
- functional model
- infographic & creative
- Europass CV
- 1-2 pages
- professional (smiling) photo
- **mobile**: international (e.g. +34)
- language skills



#### **Motivation Letter**

- as a rule, an e-mail
- 2-3 paragraphs
- keywords
- YOU ME US
- your background & link to the company's
- personal branding: achievements & motivation
- availability for (online) interview









### **Traineeships**

< 12 months (exceptions)</li>

#### **All traineeships** must:

- be covered by a traineeship contract
- be covered by work accident insurance
- pay meal allowance / provide meals
- pay Social Security
- pay traineeship allowance ≥
   80% minimum monthly wage (0,8 x €870 = €696)

#### **Projects** for international traineeships:

- Erasmus+
- European Solidarity Corps





https://bit.ly/traineeshipsPT
https://estagiar.pt
https://jobs.universia.net/pt/







### **Working Conditions**



#### Wage

- **14 x** / year (incl. Holiday & Christmas bonuses)
- minimum (2025): €870 / month
- meal subsidy



#### **Working time**

- 40 hours / week
- 22 holidays (annual leave)
- **13** bank holidays + ...

seg-social.pt
act.gov.pt
portaldasfinancas.gov.pt
eportugal.gov.pt



#### **Social Security and Taxation**

- SS: **11%** worker + **23,75%** employer
- SS: minimum 24,1% independent worker
- IRS: **13,25%** to **47,17%**







# Average Monthly Earnings (October 2023)

Eur 1466,65

#### **Qualification Level**

Managers	2.770,62
Employees	2.069,06
Labourers	950,14
Apprentices/Trainees	978,99

#### Gender

Male	1.577,32
Female	1.332.02

**Minimum Wage** in 2025: **€870 / month** (14x)

#### **Activity Areas**

	Financial Activities	2.579,31
-	Info & Comm	2.360,20
-	Consulting, Sci-Tech	1.854,11
_	Transports & Logistics	1.761,67
_	Education	1.587,98
_	Manufacturing	1.400,65
_	Sales & Repair Services	1.373,90
-	Admin & Support Services	1.263,92
_	Health Care & Social Work	1.250,59
_	Construction	1.231,27
_	Agriculture & Fisheries	1.125,73
_	Hotels & Restaurants	1.046,91

**Source**: GEP-MSTSS, December 2024







### Working culture



- Coffee time = break to enjoy with your co-workers
- Small companies = family environment = social integration
- Clear chain of command, clear role in the company
- Trade unions and professional associations protect your rights







# Taxes, social security & gross (and *netto*) monthly wage

**Example:** single, no children, no disabilities

Taxable income	€1,450.00
Meal allowance (€6,00/working day)	+ €132.00
IRS retention rate (income)	11.97%
IRS retention (income)	- €173.60
Social Security contribution	- €159.50
Net income (with food allowance)	€1,248.90
Total cost to the company	€1,926.25

Your pay slip









### Living Costs... Housing

#### Per region

			Location	Price m2 Mar 2025
	Monthly rent: 45m <sup>2</sup> furnished studio in expensive area	€979	Portugal	2,775 €/m2
	Monthly rent: 45m <sup>2</sup> furnished studio in normal area	€706	Alentejo	1,684 €/m2
The same of the sa	Utilities 1 month (heating, electricity, gas,) 1 person	€90	Algarve	3,543 €/m2
	Internet 8 mbps (1 month)	€23	Área Metropolitana de Lisboa	3,861 €/m2

www.idealista.pt

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		_

40" flat screen TV

€333

Centro 1,562 €/m2



Laundry detergent (3 l.) €6

Norte 2,346 €/m2



Hourly rate for cleaning help €10

Região Autónoma da Madeira

1,682 €/m2

3,298 €/m2

Região Autónoma dos Açores

E U R E S





www.expatistan.com/cost-of-living/country/portugal

### Living Costs... Food

	Basic lunchtime menu in the business district	€12,00		1 kg potatoes	€1,42
	Combo meal in fast food restaurant	€8,00	Ď	1 kg apples	€1,90
C	500 gr of boneless chicken breast	€3,45		0.5 I domestic beer in the supermarket	€1,14
	1 It whole fat milk	€0,95		1 bottle of red wine, good quality	€5,46
0	12 eggs, large	€3,28	Ō	2 lt coca-cola	€2,19
	1 kg tomatoes	€1,99	1	Bread for 2 people 1 day	€0,94
	500 gr local cheese	€5,04	<b>III</b>	Average consumer basket for 1 person	€270,00

www.expatistan.com/cost-of-living/country/portugal







### **Living Costs...** Entertainment

	Basic dinner out for 2 in neighbourhood pub	€32,00
	2 tickets to the movies	€13,00
) <del></del> (	Dinner for 2, Italian restaurant in the expat area (including appetizers, main course, wine and desert)	€45,00
Y	1 cocktail drink in downtown club	€8,00
555	Cappuccino in expat area of the city	€2,78
	1 beer in neighborhood (500ml)	€2,14
	1 min. of prepaid mobile tariff (no discounts or plans)	€0,18







### Living Costs... An overview













Expense Items	My Budget
Rental (studio / T1 – shared)	800 €
Water, Electricity and Gas	80 €
Phone, TV & internet	70 €
Transports (monthly pass)	40 €
Food / Supermarket	270 €
Health – Pharmacy & Doctors	50 €
Leisure (e.g. 2 nights out)	70 €
TOTAL	1350 €







### Living... Healthcare



### 112

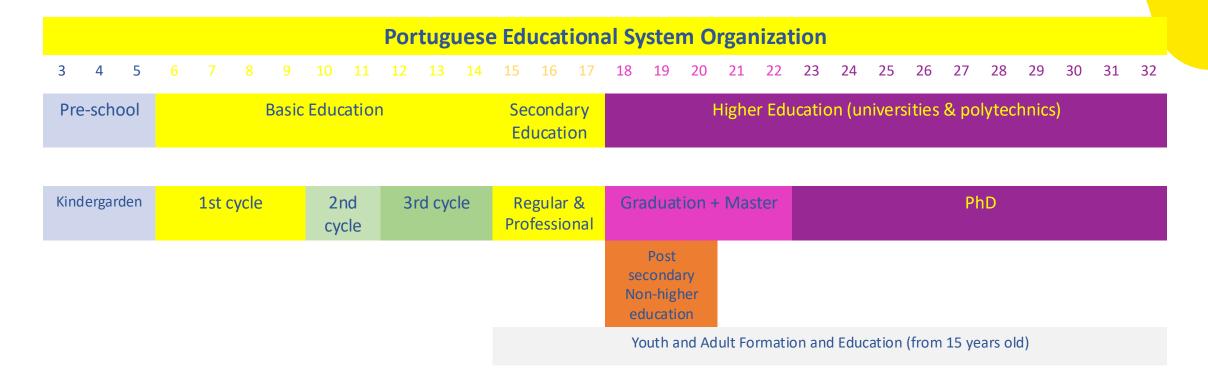
- NHS medical services free of charge
- SNS24: 808 24 24 24
- European Health Insurance Card
- register with the nearest Health Centre
- Health Centres vs. Public Hospitals







### **Education**



**International schools** (Algarve, Greater Lisbon & Porto, Centre region)

#### **Academic Recognition**







### Checklist





### **Before** coming

- Valid ID card or Passport
- Copy of work contract / conditions in written
- Certificates proving experience, education
- Wage payment method and frequency
- Check accommodation availability and price
- European Health Insurance Card / Insurance
- Enough money to remain in Portugal
- Mobility supporting schemes (TMS)

### On arrival

- Fiscal number (NIF)
- Social Security number (NISS)
- Bank account
- Registration certificate (>3 months)
- Register at nearest Health Centre:
   SNS User Card







### How to reach us





https://linktr.ee/euresportugal





