

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, & its 1001 ways, PETISCOS...



Weather



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!



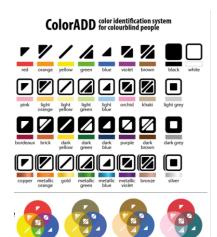


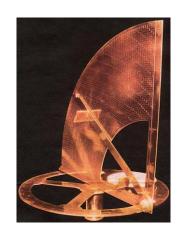




Creativity

























Digital

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







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



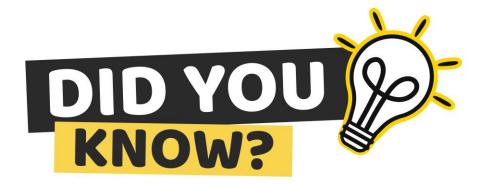












- Japanese tempura, the Hawaian ukulele and piri-piri are actually Portuguese "inventions"
- The biggest wave ever surfed was in Portugal
- The first Pirate Code, a code of conduct for governing pirates, was invented by Bartholomew, a Portuguese pirate
- Over half of the world's cork comes from Portugal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









Economy & labour market

Real GDP Growth Rate



Source: Eurostat

6,3% unemployment rate

Source: Eurostat, April 2025

99,9% of employers mSMEs (96% ≤ 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



April 2025

Unemployed 313.623

< 25 years old **10,7%**

1 year + 38,1%

1st job **9,5%**

women **55,7%**

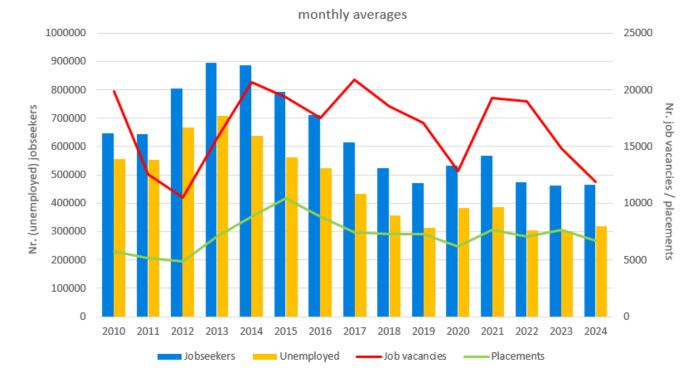
no | basic education 50,8%

higher education 11,8%

foreigners * 22,4%

* only for the Mainland, Feb. 2025

Jobseekers vs. Job vacancies & Placements 2010-2024



2024 (monthly average)

unemployed jobseekers318.687job vacancies9.102placements6.688







Source: IEFP

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 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
www.totaljobs.com > Portugal
www.glassdoor.com > 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 an unemployment benefit recipient in your country of origin, bring the U2 Portable
 Document; on arrival, register at the nearest Job
 Centre no later than up to 7 days

* entitling you to work in Portugal







Applying tips

LinkedIn profile Motivation Letter + CV

Curriculum Vitae

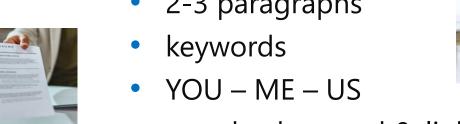
- reverse cronological order
- functional model
- infographic & creative
- **Europass CV**
- 1-2 pages
- professional (smiling) photo
- **mobile**: international (e.g. +34)
- language skills



Motivation Letter

- as a rule, an e-mail
- 2-3 paragraphs

- your background & link to the company's
- personal branding: achievements & motivation
- availability for (online) interview











Traineeships

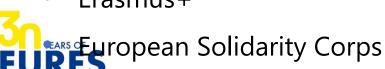
< 12 months (exceptions)</p>

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+







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	€1,465.00
Meal allowance (€10,20/working day)	+ €224.40
IRS retention rate (income)	12.11%
IRS retention (income)	- €170.00
Social Security contribution	- €161.75
Net income (with food allowance)	€1,350.90
Total cost to the company	€1,989.25

Your pay slip











Living Costs... Housing

Per region

	Monthly rent: 45m² furnished studio in expensive area	€956	Location	Price m2 Feb 2025	
	Monthly rent: 45m ² furnished studio in normal area	€700	Portugal	2,742 €/m2	
The same of the sa	Utilities 1 month (heating, electricity, gas,) 1 person	€115	Alentejo	1,678 €/m2	
	Internet 8 mbps (1 month)	€22	Algarve Área Metropolitana	3,533 €/m2 3,820 €/m2	www.idealista.pt
	40" flat screen TV	€329	de Lisboa	3,020 €/1112	
	Laundry detergent (3 l.)	€6	Centro	1,542 €/m2	
	Hourly rate for cleaning help	€10	Norte Região Autónoma	2,294 €/m2 3,251 €/m2	
			da Madeira	2,22. 2,2	

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









Living Costs... Food

	500 gr local cheese	€5,02	Ħ	Average consumer basket for 1 person	€270,00
O O	1 kg tomatoes	€1,98	3	Bread for 2 people 1 day	€0,89
	12 eggs, large	€3,19	Ō	2 lt coca-cola	€2,18
	1 lt whole fat milk	€0,95		1 bottle of red wine, good quality	€5,33
8	500 gr of boneless chicken breast	€3,40		0.5 I domestic beer in the supermarket	€1,06
	Combo meal in fast food restaurant	€8,00		1 kg apples	€1,91
	Basic lunchtime menu in the business district	€12,00		1 kg potatoes	€1,41









Living Costs... Entertainment

	Basic dinner out for 2 in neighbourhood pub	€32,00
	2 tickets to the movies	€13,00
<u> </u>	Dinner for 2, Italian restaurant in the expat area (including appetizers, main course, wine and desert)	€44,00
Y	1 cocktail drink in downtown club	€7,00
555	Cappuccino in expat area of the city	€2,67
	1 beer in neighborhood (500ml)	€2,08
	1 min. of prepaid mobile tariff (no discounts or plans)	€0,16









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)	30 €
Food / Supermarket	260 €
Health – Pharmacy & Doctors	50 €
Leisure (e.g. 2 nights out)	60 €
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

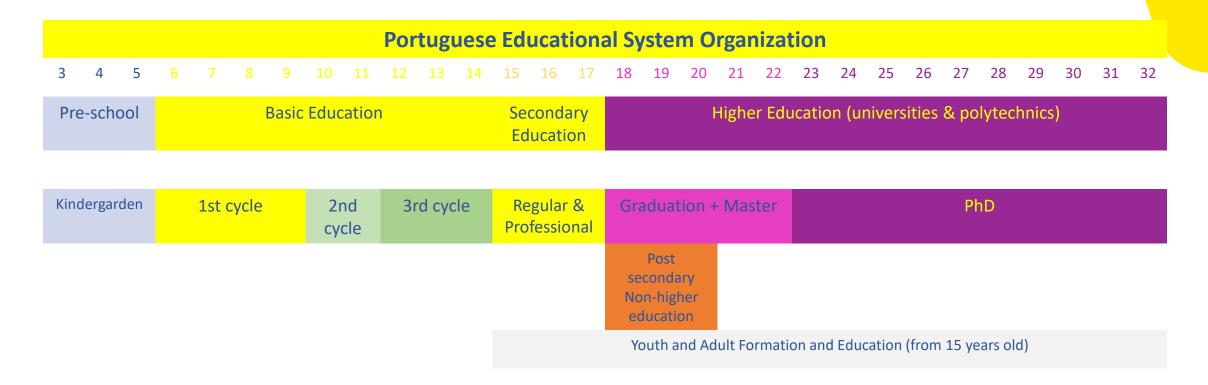








Education



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









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







Returning to Portugal

www.programaregressar.gov.pt/en



- 1. Online registration as a jobseeker in Portugal @iefponline
- 2. Support (hiring incentives) to Portuguese emigrants, their descendants and family members to Portugal
- 3. More favorable tax regime







How to reach us





https://linktr.ee/euresportugal







