

# WORKING IN PORTUGAL





# Working in Portugal<sup>1</sup>

## RIGHTS OF FOREIGN WORKERS

### EQUALITY AND NON-DISCRIMINATION

- ✓ Foreign workers have the same rights and obligations as Portuguese workers.

### EMPLOYMENT CONTRACT

- ✓ This must be in writing and signed by the employee and the employer.
- ✓ The employee keeps a signed copy.
- ✓ It may have an end date (fixed-term contracts).
- ✓ It may be full-time or part-time.

### PAYMENT OF SALARY

- ✓ As a rule, salaries are paid every month, but they can also be paid on a weekly or fortnightly basis.
- ✓ The amount received is shown on a payslip, which is given to the employee.
- ✓ The minimum wage is EUR 760 (gross) per month for full-time work<sup>2</sup>.

- ✓ The employer deducts 11% of the salary to pay social security contributions.
- ✓ The employer may also have to deduct a percentage determined by law for the Tax Authority as income tax (IRS).

### OTHER REMUNERATION

- ✓ A Christmas bonus payment (equal to monthly salary) is made by 15 December.
- ✓ A holiday bonus payment (equal to monthly salary) is made before leave is taken.
- ✓ The period of annual leave is paid as if the worker were working.
- ✓ Overtime (worked outside of normal working hours) is paid as extra.

### WORKING HOURS

- ✓ The maximum number of hours is 8 hours per day, 40 hours per week, spread across a maximum of 6 working days.

<sup>1</sup> There are differences with the Autonomous Regions of Madeira and the Azores, for example, in the minimum wage amount and statutory public holidays.

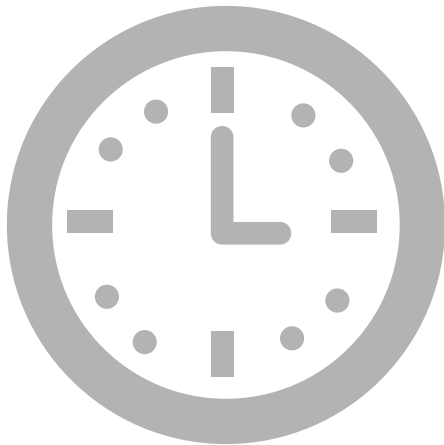
<sup>2</sup> The minimum wage amount in 2023, without prejudice to any subsequent updates.



- ✓ Other working-hour rules may apply, where a maximum of 12 hours per day and 60 hours per week can be worked.
- ✓ Overtime (worked outside of normal working hours) is mandatory, with a few exceptions.

## REST TIME

- ✓ Daily rest of at least 11 consecutive hours.



- ✓ Weekly rest of at least one full day.
- ✓ Statutory public holidays: 1 January, Good Friday, Easter Sunday, 25 April, 1 May, Corpus Christi, 10 June, 15 August, 5 October, 1 November, 1 December, 8 December and 25 December

- ✓ Public holidays can be worked, but are paid differently from normal working days.
- ✓ Holidays: in the year in which they start, employees are entitled to 2 working days of leave for every month they have worked, up to a maximum of 20 days; in the following years, they are entitled to 22 working days of leave.

## ABSENCES

- ✓ Employees are entitled to be absent for various reasons, which must be proven to the employer, but they may lose their right to be paid for the days on which they were absent.

## TRAINING (PROVIDED BY THE EMPLOYER AT NO COST TO EMPLOYEES)

- ✓ Professional and occupational health and safety.

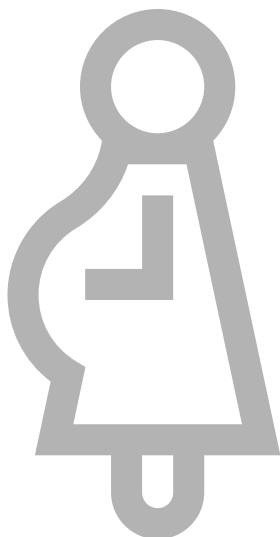


## **PARENTS**

- ✓ Certain parental rights (for pregnant women, mothers and fathers) are granted, in particular leave for the birth of a child, exemptions, absences to care for children, special working time arrangements, special health and safety protection, protection for dismissal and protection against discrimination.

## **OCCUPATIONAL HEALTH AND SAFETY (PROVIDED BY THE EMPLOYER AT NO COST TO EMPLOYEES)**

- ✓ Employees have the right to work in safe places and to receive personal protective equipment appropriate to the



protection of risks to their health or physical integrity (e.g. gloves, hearing protectors, respiratory masks, protective goggles or face shields, footwear suitable for the work carried out, helmets, rainwear, warm clothing for working in low temperatures, etc.).

- ✓ Monitoring of health by an occupational doctor: medical examination before starting work at the company; periodic medical examinations every 2 years (or every year for employees over the age of 50); and one-off examinations whenever needed and whenever the employee has been absent due to illness for more than 30 days.

## **INSURANCE AGAINST ACCIDENTS AT WORK (PROVIDED BY THE EMPLOYER AT NO COST TO EMPLOYEES)**

- ✓ Covers or pays for the necessary treatments in the event of an accident at work or an occupational illness.



## **REGISTRATION WITH SOCIAL SECURITY (SS) – THE EMPLOYER TAKES CARE OF THIS WHEN NOTIFYING SS THAT THE EMPLOYEE HAS BEEN HIRED**

- ✓ An identification number (NISS) is assigned to the employee.
- ✓ Social welfare cover: sickness benefit, unemployment benefit, for wages paid in arrears, parental support (e.g. during pregnancy), etc.

## **OBLIGATIONS OF EMPLOYEES**

- ✓ To comply with any legal obligations.
- ✓ To comply with the employer's orders and instructions regarding performance of the work.
- ✓ To comply with occupational health and safety rules.

## **PLEASE CONTACT ACT:**

[To find out more about rights and obligations of employees and employers.](#)

[To request information in writing.](#)

[To request the intervention of labour inspectors in the event of a violation of workers' rights.](#)