Public Employment Statistics
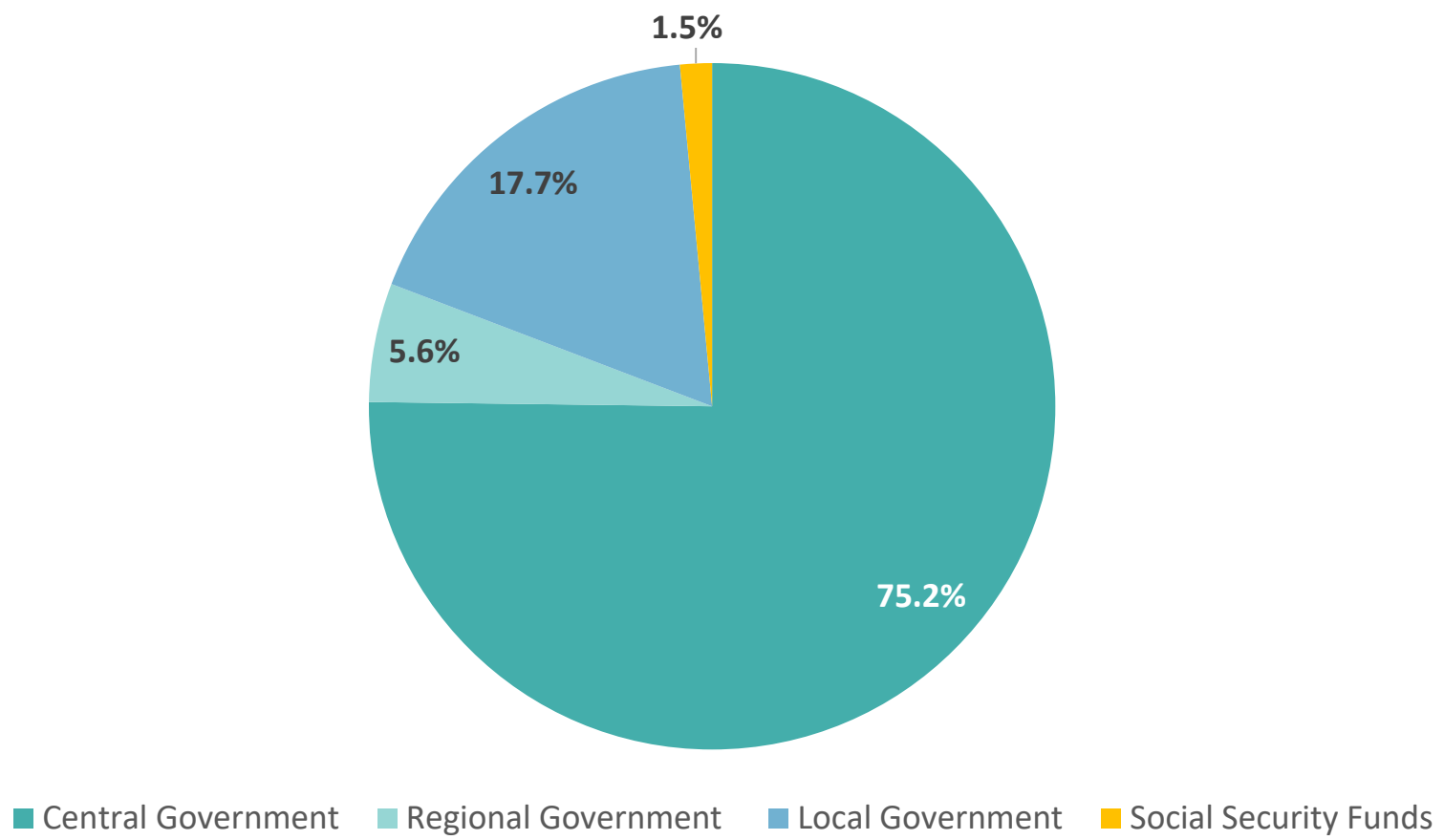
July 2023

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Figure 1 | Public employment by subsectors: December 2022

- Central Government — 75.2%
- Regional Government — 5.6%
- Local Government — 17.7%
- Social Security Funds — 1.5%

On 31 December 2022, total general government employment amounted to 742,194 work posts, which represents a year-on-year increase of 1.2% (corresponding to a rise of 8,747 work posts).

The proportion of central government staff shows a high level of centralization of public administration.

Figure 2 | Total public employment as a share of the total population, working population, and employed population: December 2022
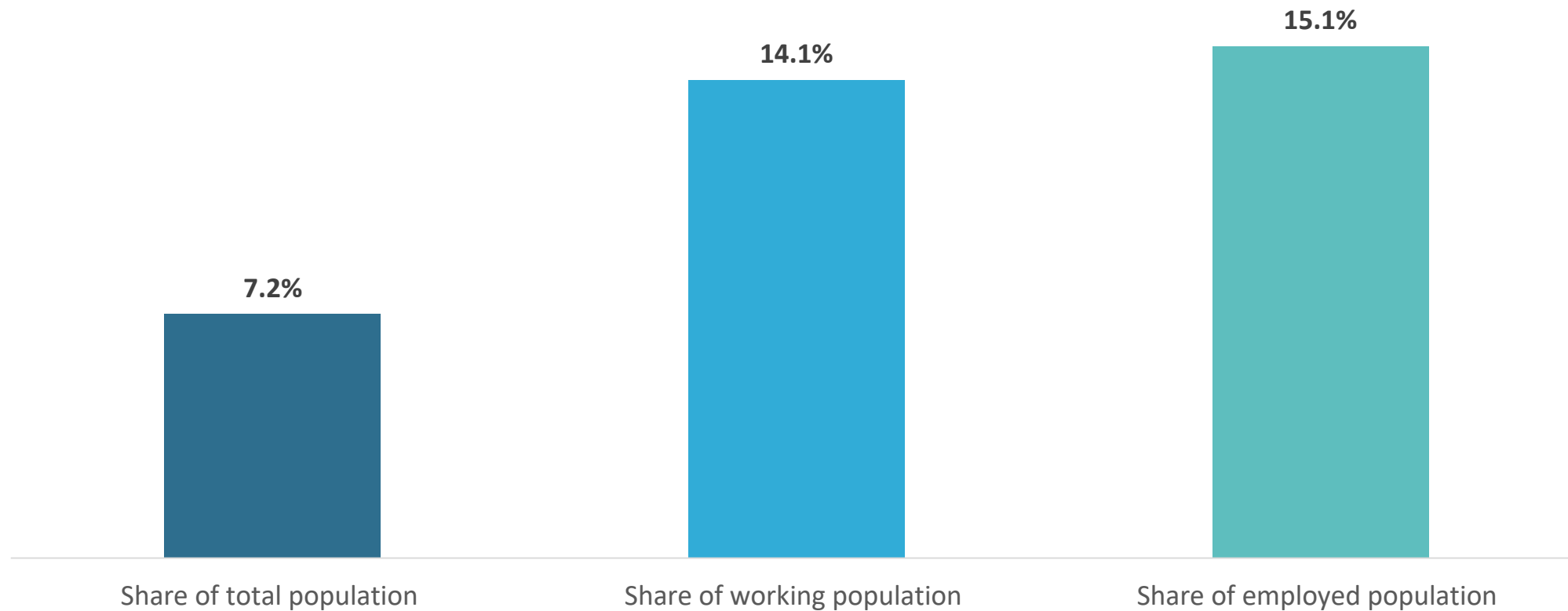
Data Source: DGAEP-SIOE (available data on 21-04-2023); INE − Employment Survey; DIOEP-BOEP No. 24, June 2023

Figure 3│ Top 5 sectoral areas of the central government with the highest number of public employees: December 2022
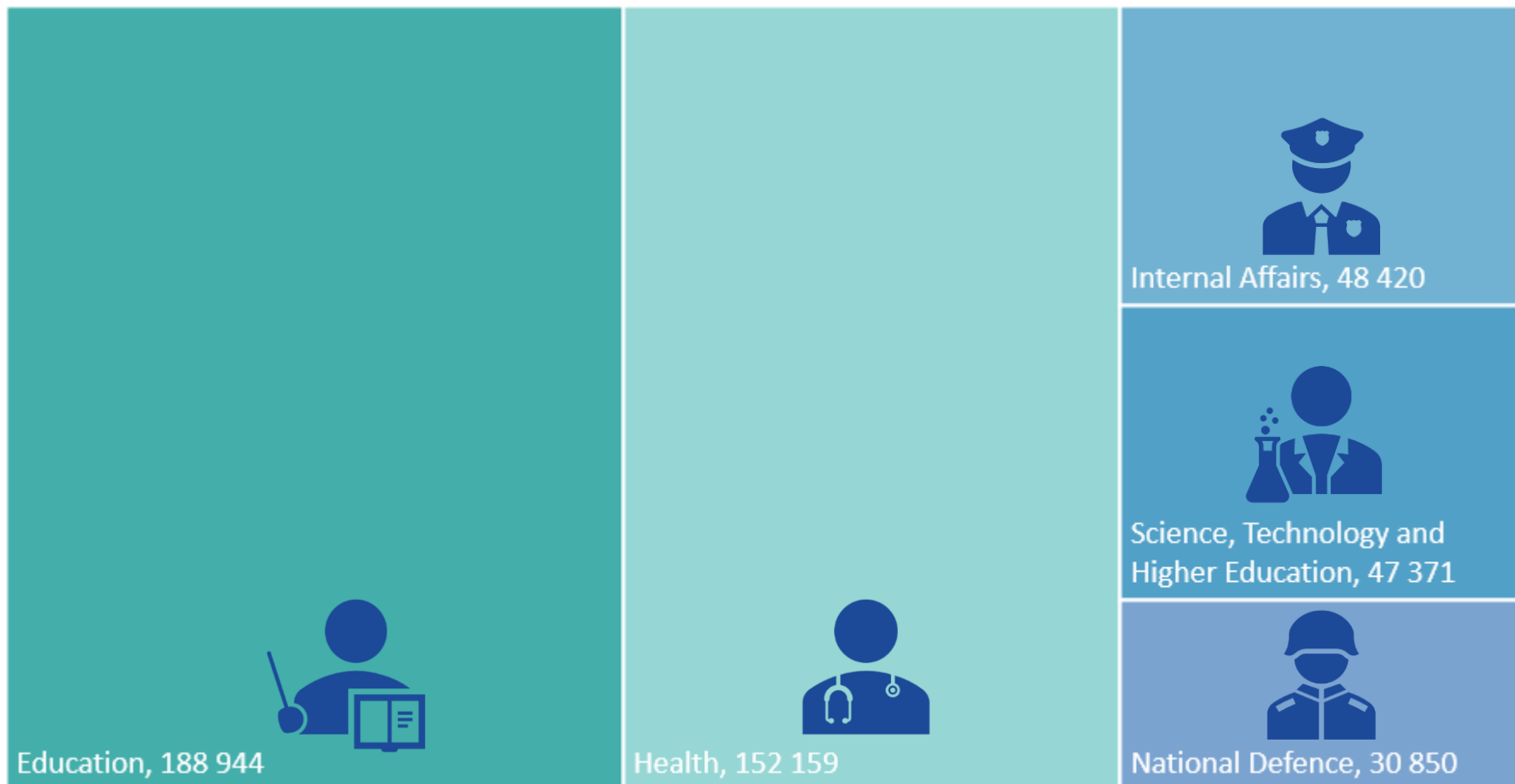
Education, 188 944

Health, 152 159

Internal Affairs, 48 420

Science, Technology and Higher Education, 47 371

National Defence, 30 850

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, June 2023; DIOEP-SIEP, 1st quarter 2023

Figure 4│ Public employment by subsectors and sex: December 2022

General Government — 38.2% / 61.8%
Central Government — 35.1% / 64.9%
Regional Government — 31.9% / 68.1%
Local Government — 55.0% / 45.0%
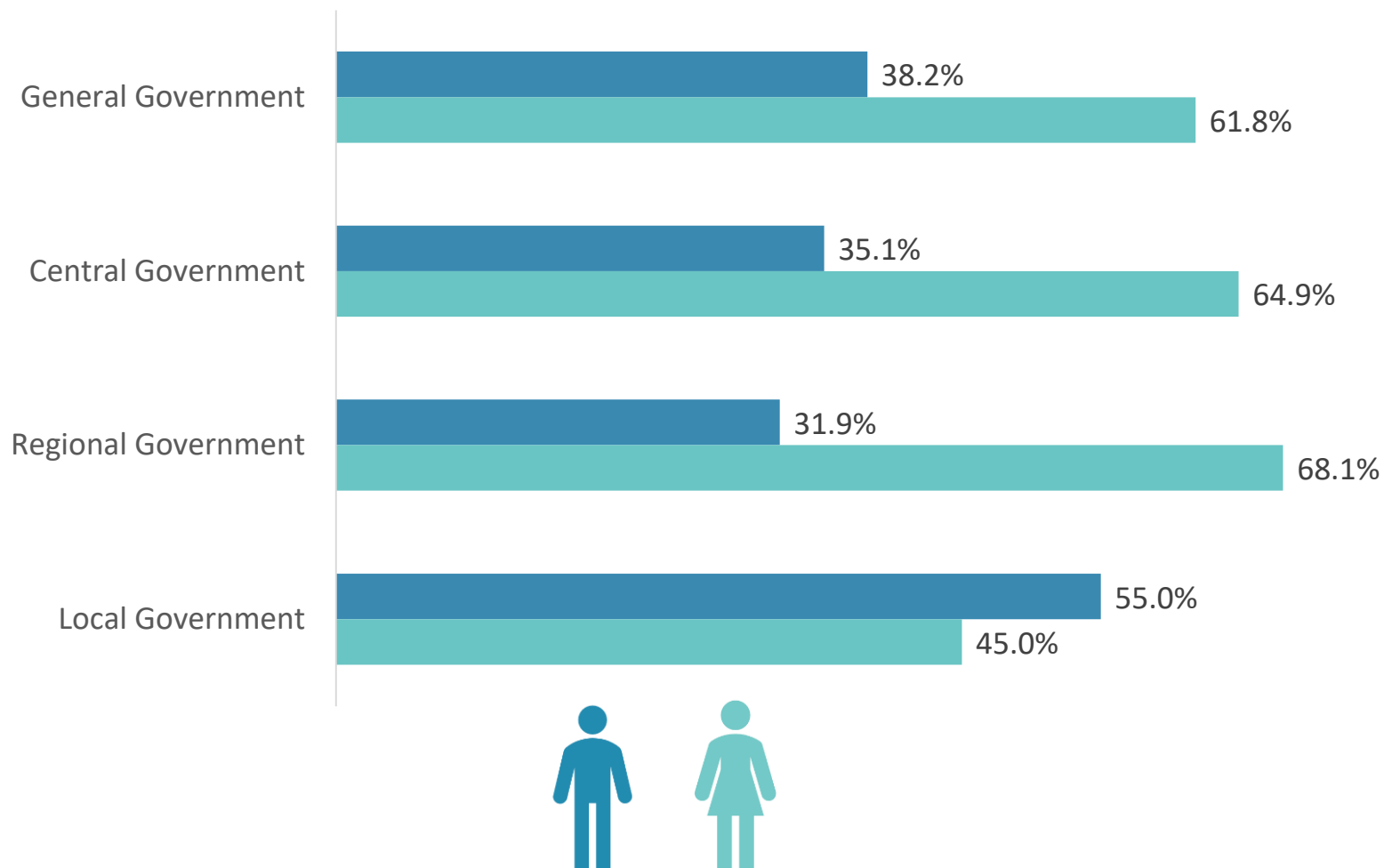
The share of women working at the local government level (45.0%) reflects the importance that support staff posts, filled mainly by men, represent at this government level, as well as male-dominated occupations such as firefighters and municipal police.

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, June 2023

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Figure 5 | Top 5 sectoral areas of the central government with the highest number of women: December 2022
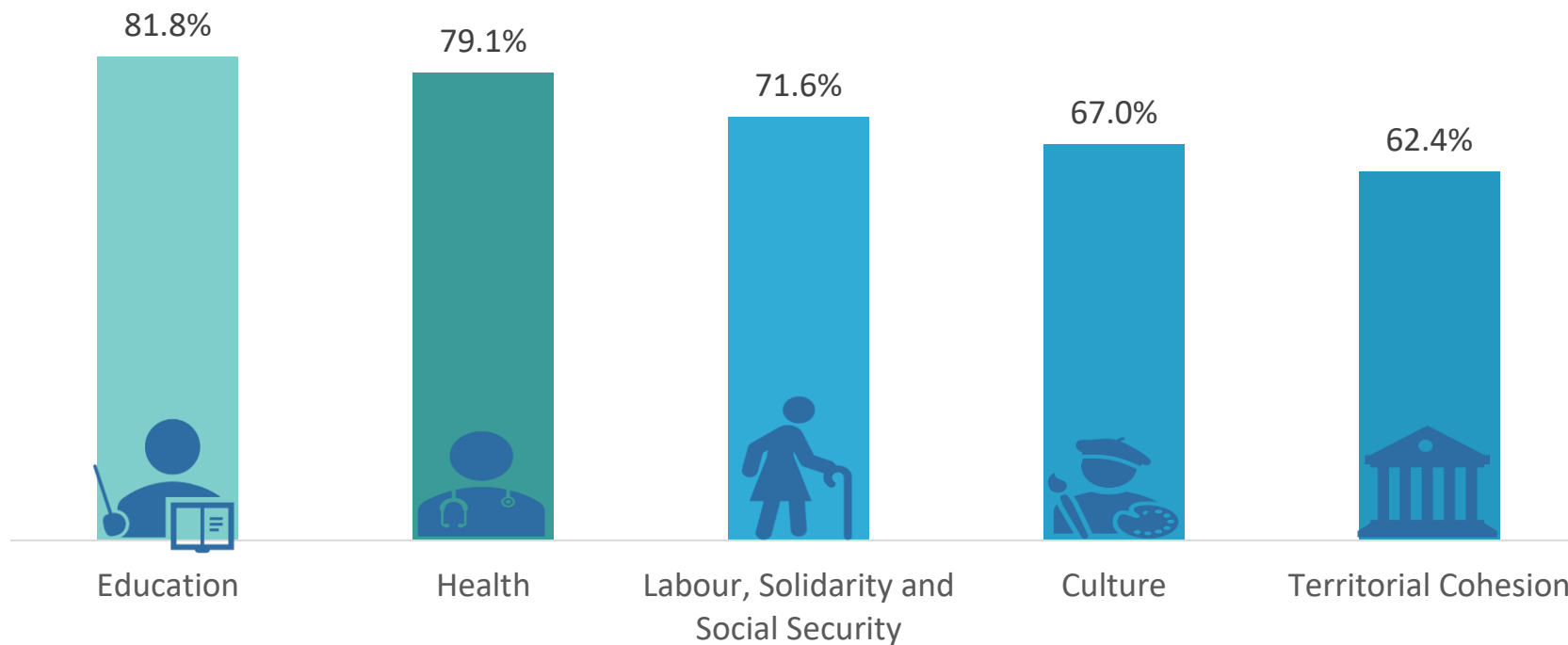
The high female representation in the kindergarten, basic, and secondary school teachers' career, doctors, and nurses, as well as in general regime careers (i.e., professionals, administrative and auxiliary staff) justifies the ranking.

Note: Data do not include the State corporate sector.

Figure 6 | **Public employment relationship in general and central government: December 2022**

General Government

Central Government

Limited Executive Tenure/Political Appointment Term ■ Appointment ■ Open-ended contract ■ Short-term contract
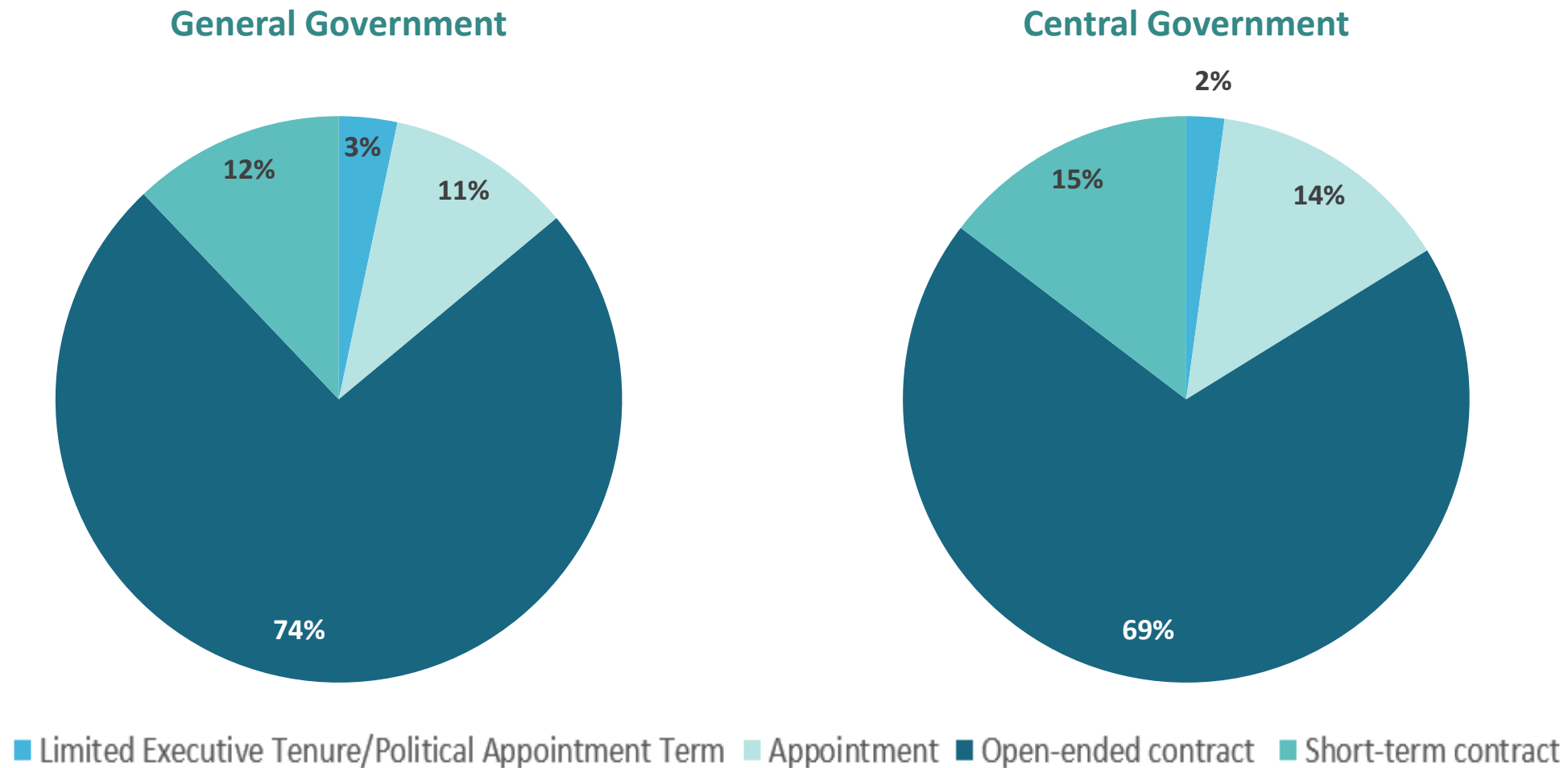
Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-SIEP, 1st quarter 2023

Figure 7 | **General government careers with the highest number of employees: December 2022**
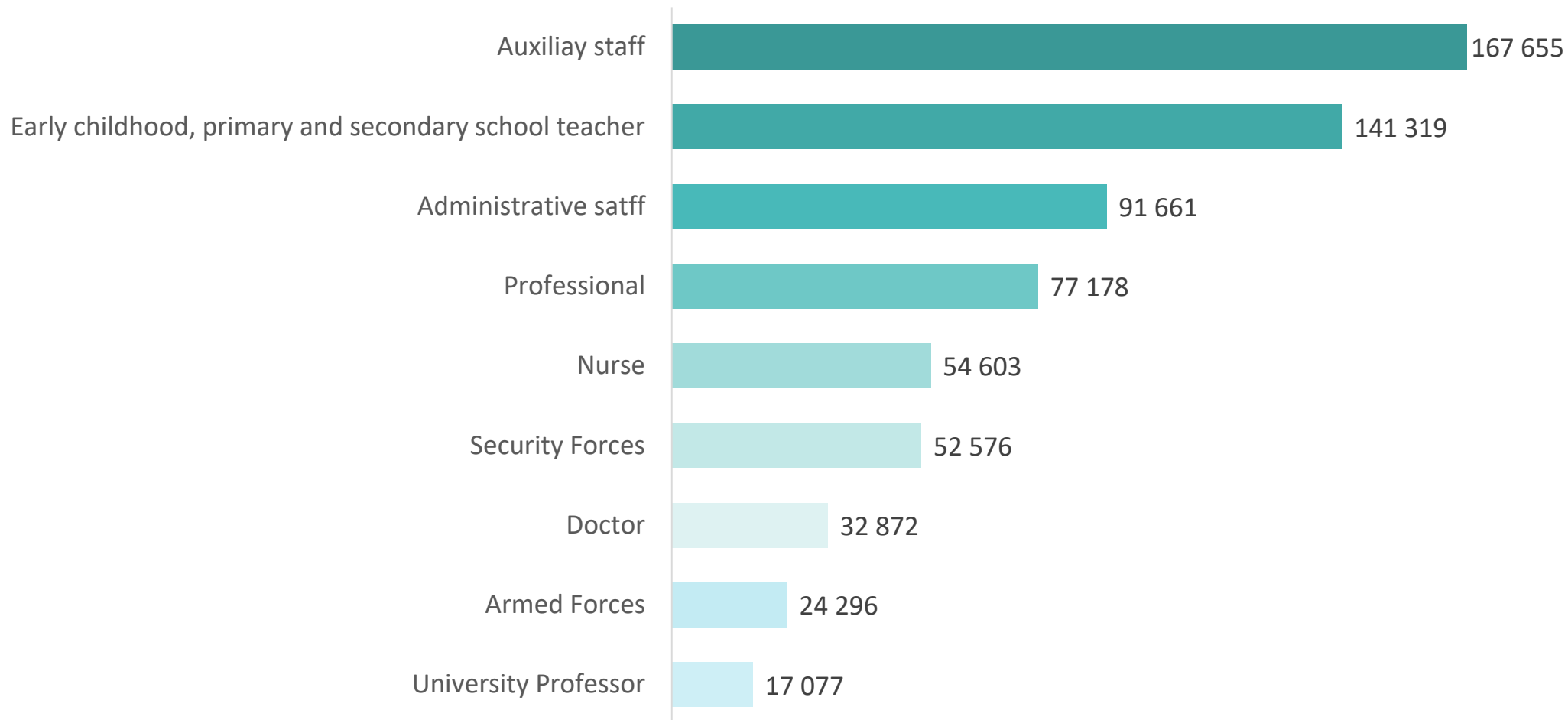
Career	Number of employees
Auxiliay staff	167 655
Early childhood, primary and secondary school teacher	141 319
Administrative satff	91 661
Professional	77 178
Nurse	54 603
Security Forces	52 576
Doctor	32 872
Armed Forces	24 296
University Professor	17 077

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, June 2023; DIOEP-SIEP, 1st quarter 2023

Figure 8 | Public employment by age groups in general and central government: December 2022

General Government

Central Government

Legend: Up to 24 years | 25 – 34 | 35 – 44 | 45 – 54 | 55 – 64 | 65 and over
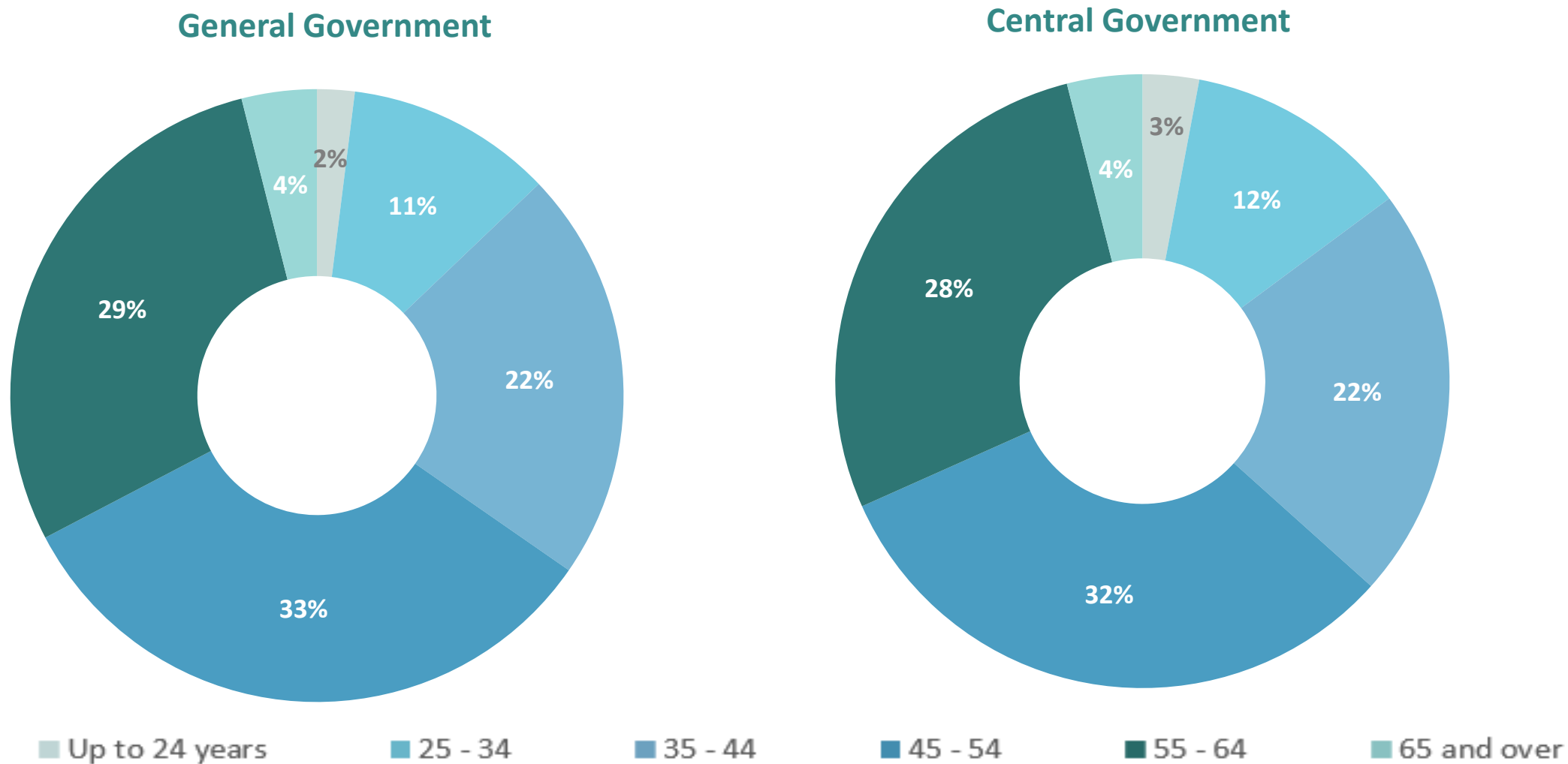
Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, table 2.1.1., June 2023

Figure 9 | Public employees' average age by subsectors and average age of the working population: December 2022
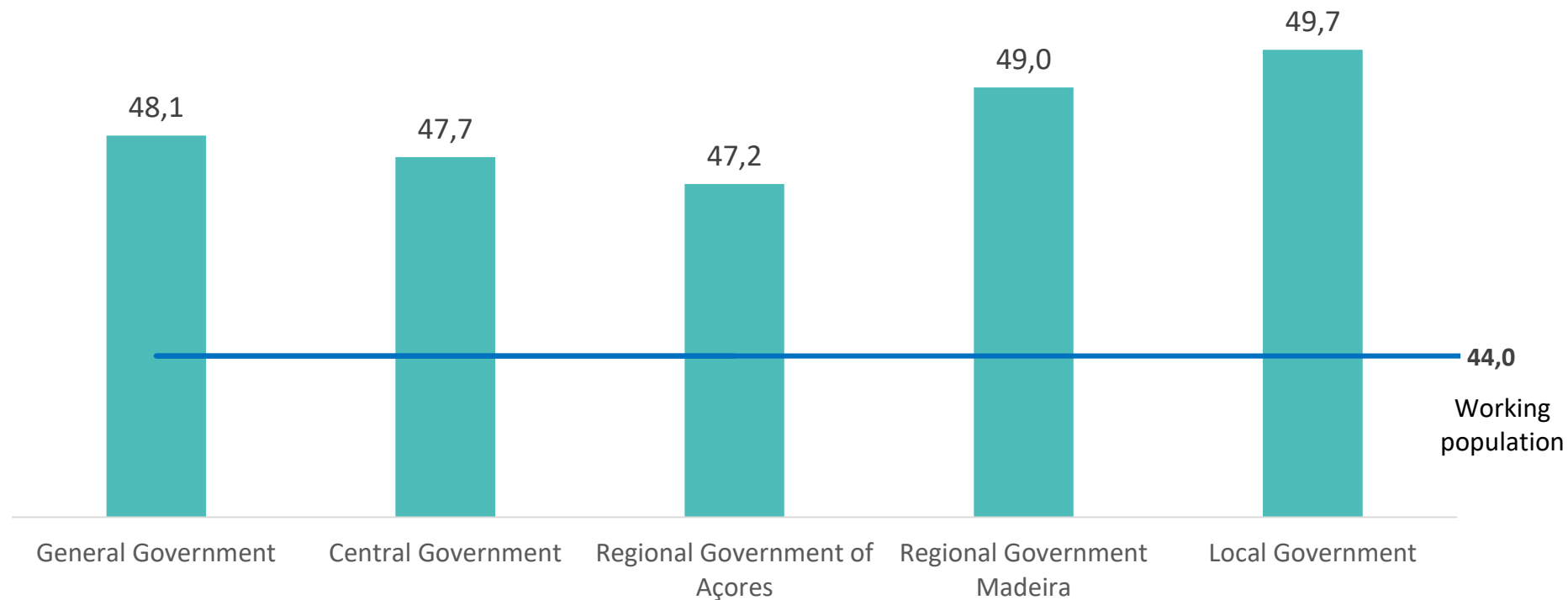
Data Source: DGAEP-SIOE (available data on 21-04-2023); INE – Employment Survey 2023; DIOEP-BOEP No. 24, June 2023

Figure 10│ Public employment by subsectors and education level: December 2022
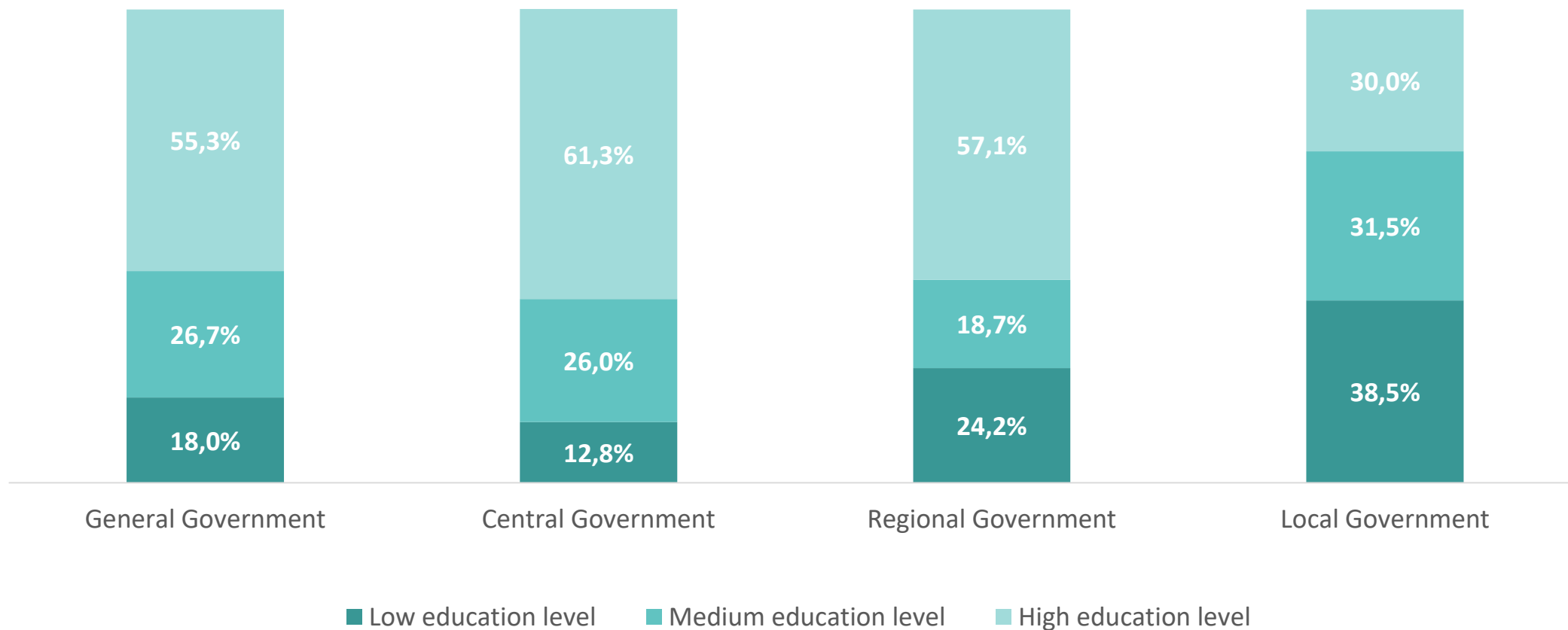
Data for each subsector:

	General Government	Central Government	Regional Government	Local Government
High education level	55,3%	61,3%	57,1%	30,0%
Medium education level	26,7%	26,0%	18,7%	31,5%
Low education level	18,0%	12,8%	24,2%	38,5%

Legend: ■ Low education level ■ Medium education level ■ High education level

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Figure 11 | Public employment by education level and sex: December 2022
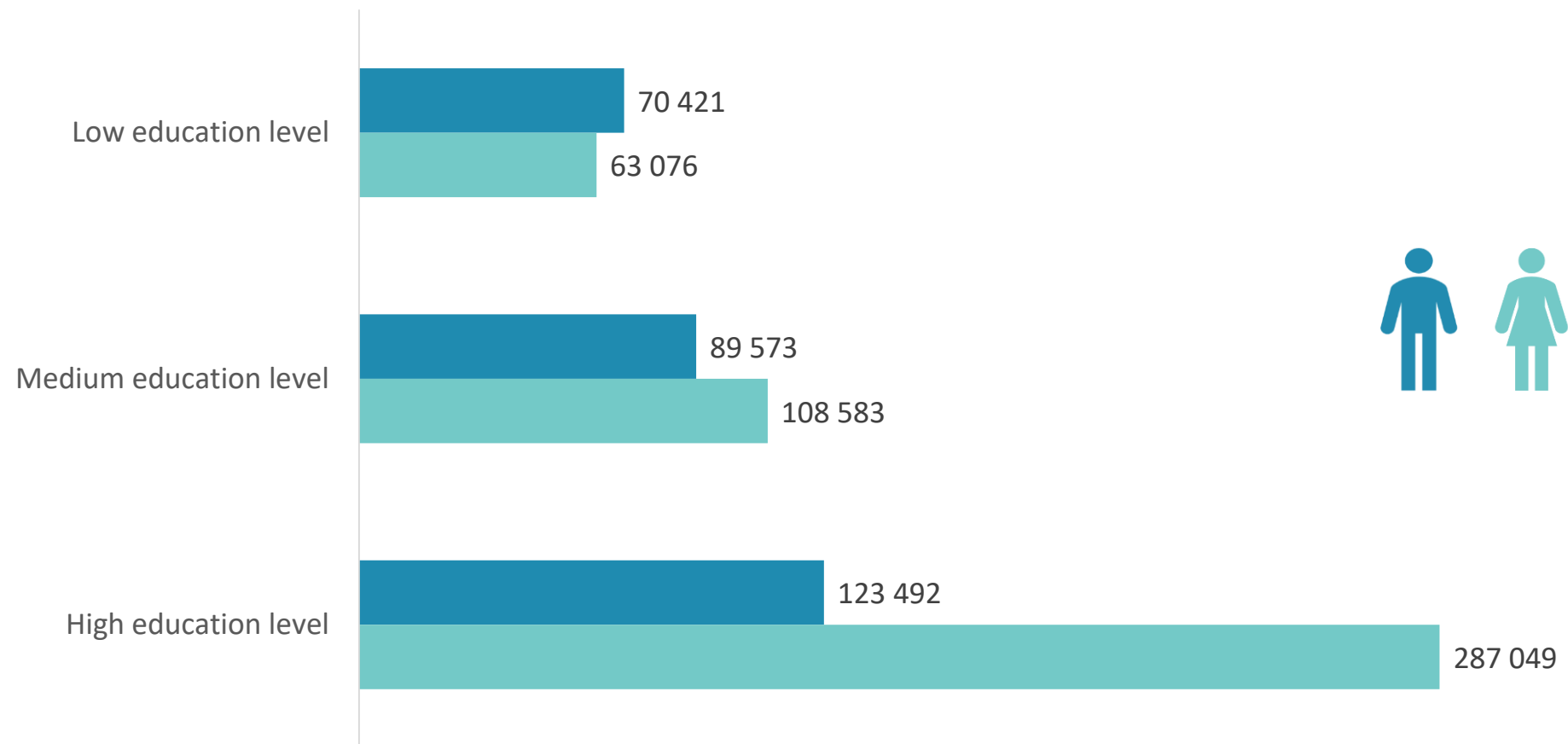
Low education level: 70 421 / 63 076
Medium education level: 89 573 / 108 583
High education level: 123 492 / 287 049

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, June 2023

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Figure 12│ General government compensation of employees as a percentage of GDP, Portugal and EU (Q4 2021 and 2022)
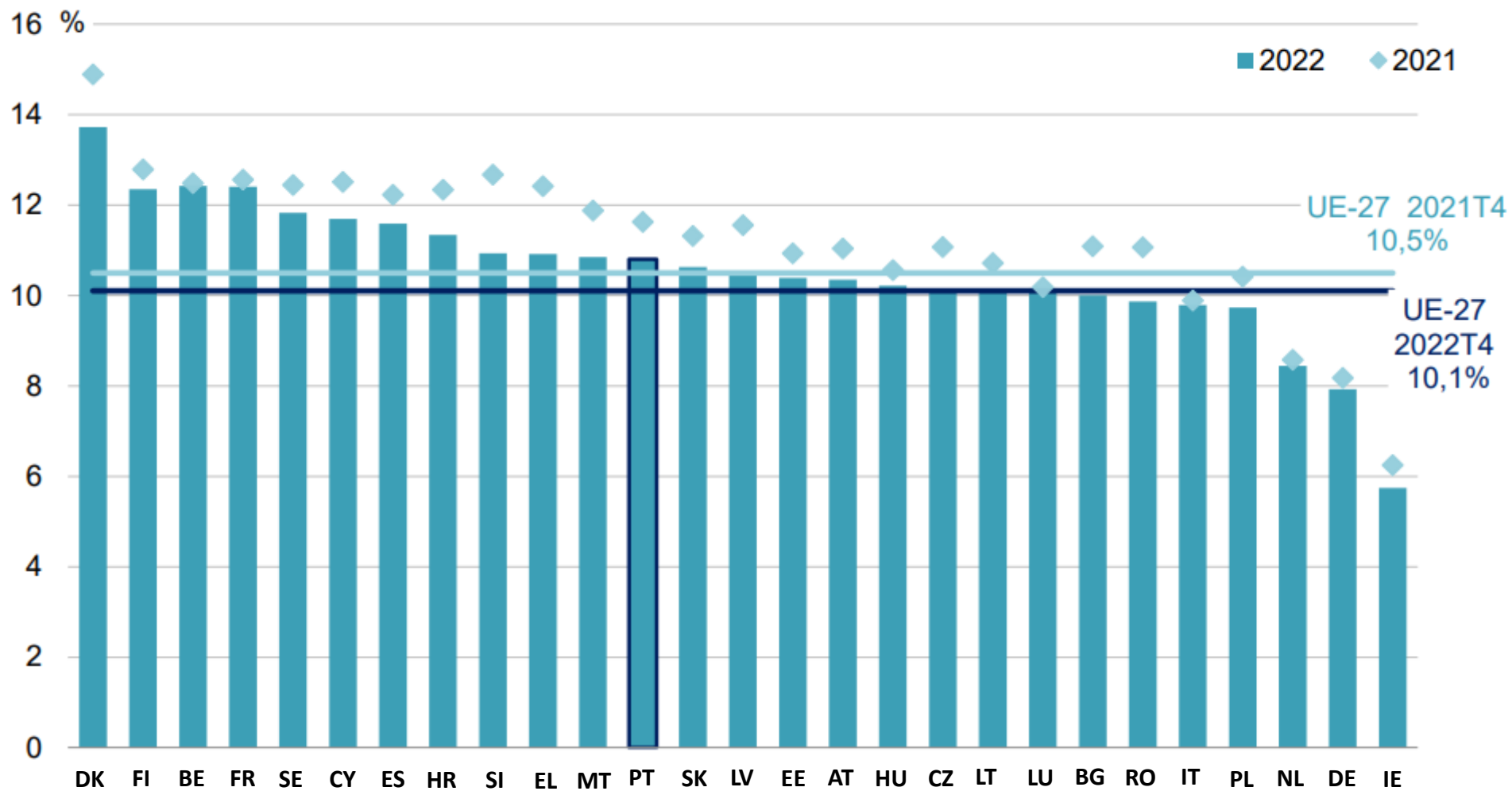
General government compensation in national accounts in Portugal, in the year ending quarter (4th) of 2022, represented 10.8% of GDP at current prices, 0.7 p.p. above the EU Member States average.

Data Source: EUROSTAT - Quarterly non-financial accounts for general government, SEC 2010, available data on 21-04-2023, and GDP and main components (output, expenditure, and income), SEC 2010, available data on 25-05-2023.
Year ending quarter = 4 quarters sum; DGAEP-SIOE (available data on 21-04-2023)

Figure 13│ Average monthly salary and earning in general and central government: October 2022

In October 2022, the average monthly basic salary for full time employees in general government stood at €1,569.8 and the average monthly earning is estimated at €1,846.7.

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-SIEP, 1st Quarter 2023, Table 4.1.

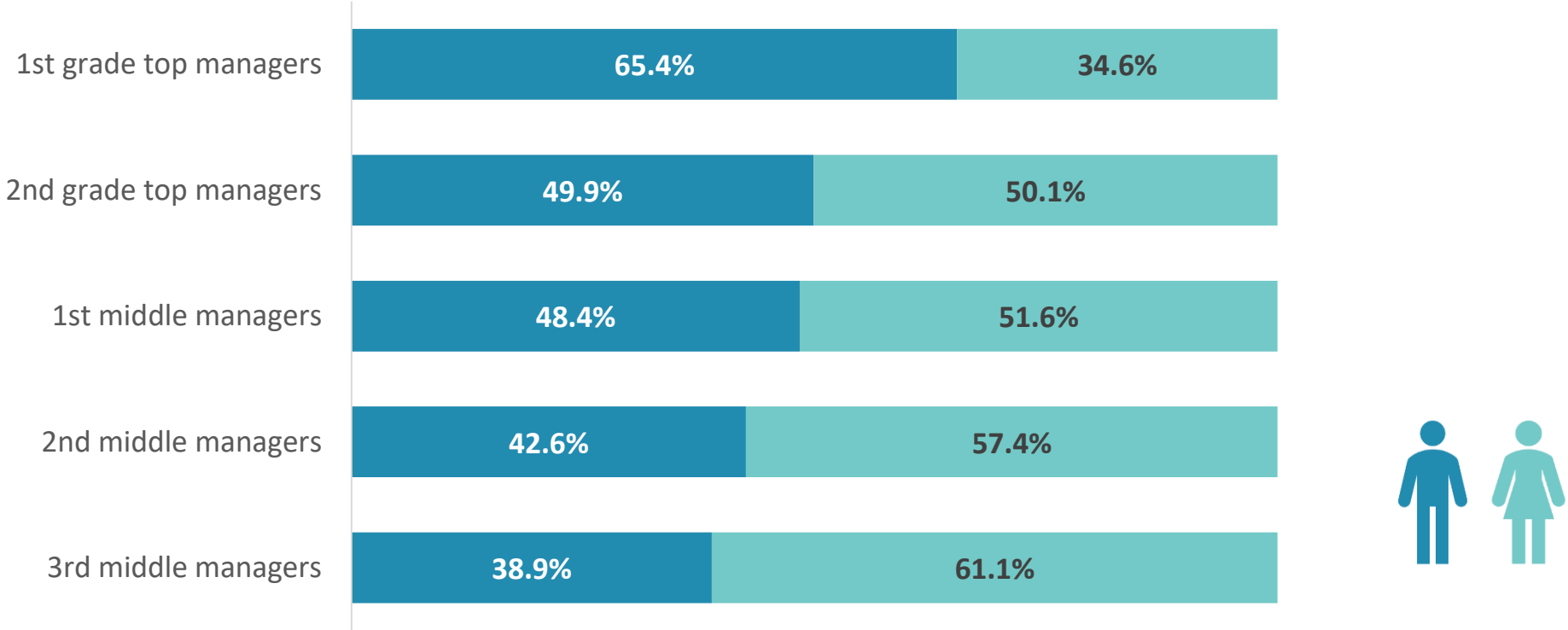**Figure 14 | Management positions in general government: December 2021 and 2022**
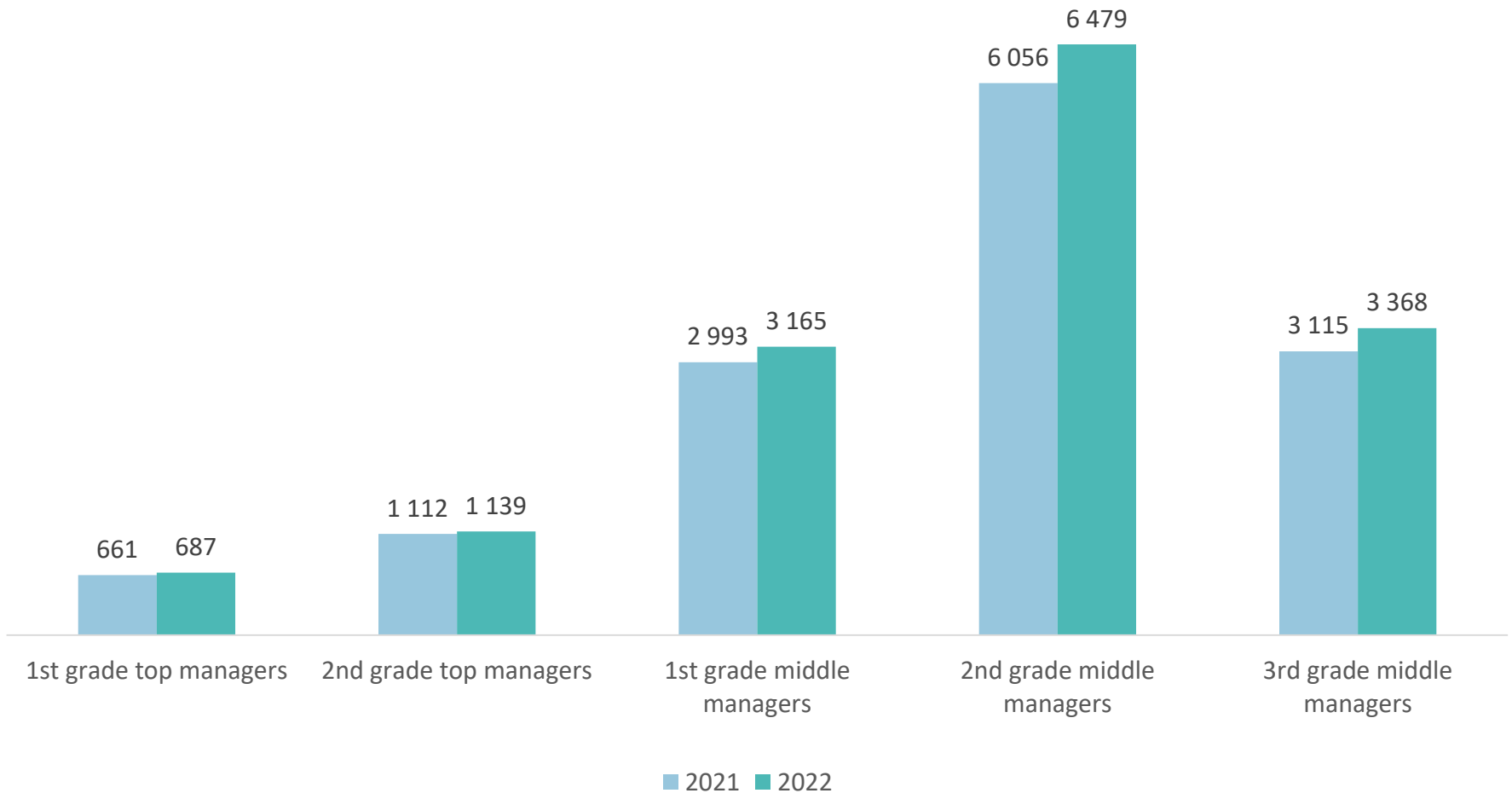
In comparison with the same period of the previous year, on 31 December 2022, there was an increase of 6.5% in the total number of managers in the general government.

Figure 15 | Management positions in general government by sex: December 2022

Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP- BOEP No. 24, June 2023

Figure 16│ Managers' average age in general and central government: December 2022
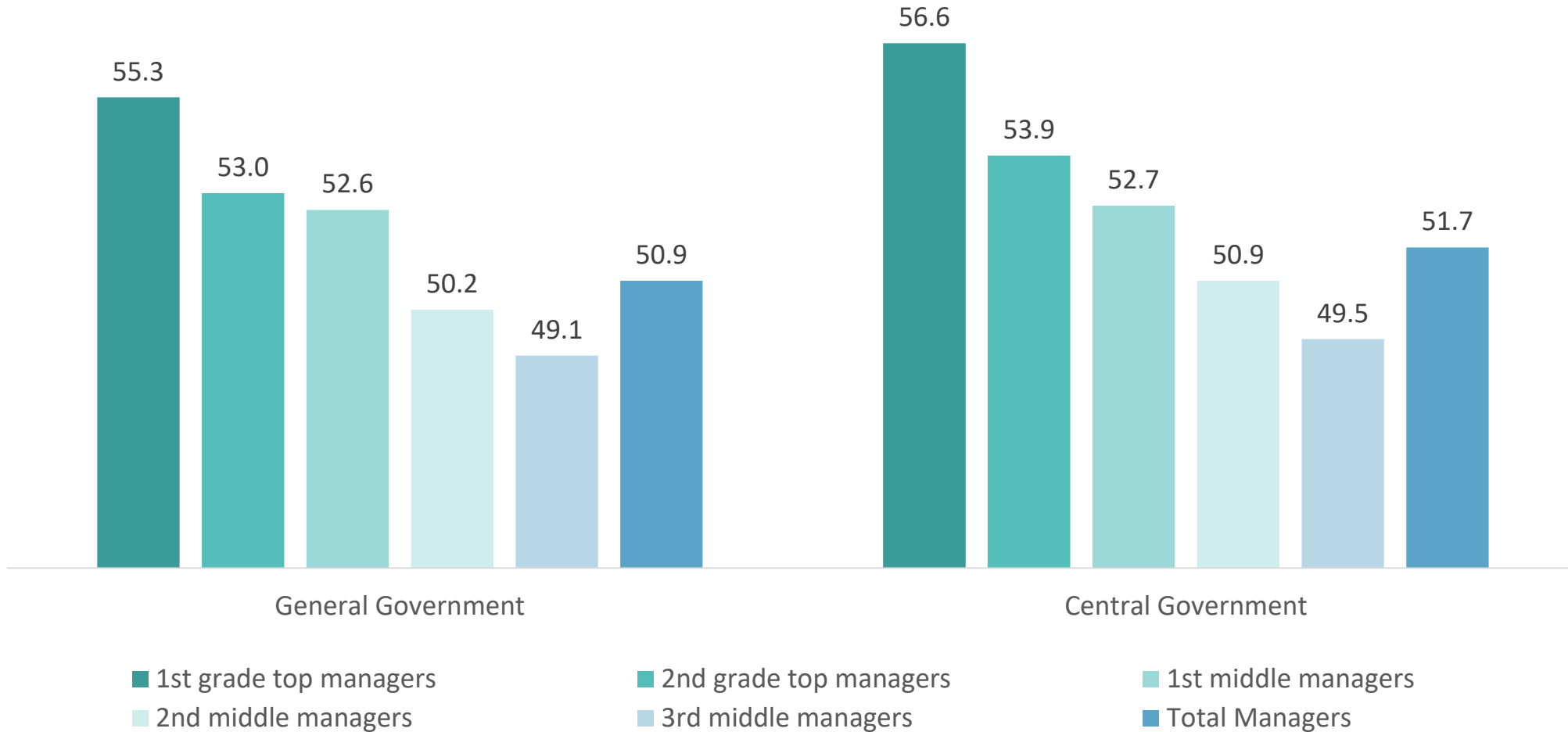
General Government

Central Government

- 1st grade top managers
- 2nd grade top managers
- 1st middle managers
- 2nd middle managers
- 3rd middle managers
- Total Managers

Data Source: DGAEP-SIOE (available data on 21-04-2023);DIOEP- BOEP No. 24, June 2023

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Figure 17 | Managers' average monthly salary and earnings in general and central government: October 2022

Legend: Average montlhy salary — Average montlhy earning

Top managers — General Government — Central Government

Middle managers — General Government — Central Government
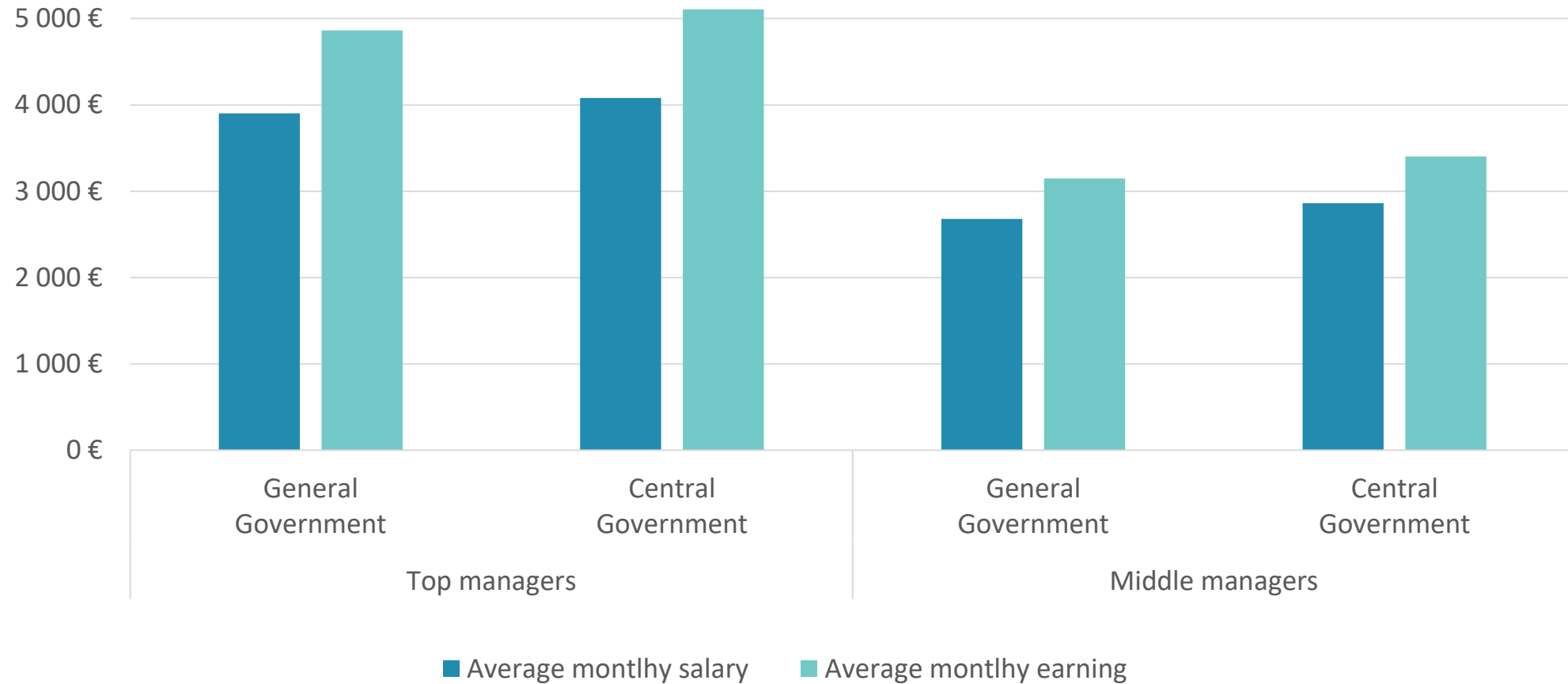
Data Source: DGAEP-SIOE (available data on 21-04-2023); DIOEP-BOEP No. 24, June 2023

Notes

General government: includes institutional units (entities) that correspond to non-market producers and whose production is intended for individual and collective consumption and that are financed by compulsory payments made by units belonging to other sectors, as well as all institutional units whose main function is the income and national wealth redistribution *(European System of National and Regional Accounts 2010 - SEC 2010, §2.111 and following)*.

Social Security Funds: Includes all central and regional institutional units whose main activity consists of granting social benefits.

Basic monthly salary: gross amount (before compulsory statutory and optional pay deductions) in cash and/or in-kind paid on a regular basis and guaranteed to public employees in the reference period and corresponding to the normal working period.

Average monthly earnings: basic salary, bonuses, benefits or regular supplements, and compensation for supplementary work.

Estimated average age – Data collection is made in 5-year steps. The estimated average age results from the average point of the age band weighted by the number of public employees in each one of the groups.

[*]**Figure 6** – Limited Executive Tenure relationship includes those within the scope of the General Labour Law in Public Functions and the Labour Code, Political Position, and Mandate.

ABBREVIATIONS

BOEP | Public Employment Statistical Bulletin
DIOEP | State Organisation Information and Public Employment Department
DGAEP | Directorate-General for Administration and Public Employment
INE, I.P. | Statistics Portugal, P.I.
SIEP | Public Employment Statistical Synthesis

For rounding-off purposes, totals may not correspond to the sum of the parts.

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