

PUBLIC EMPLOYMENT STATISTICS

Directorate-General for Administration and Public
Employment (DGAEP)

Department for Cooperation, Management and
Communication (DGCC)

Contents

1. Employment in general government by subsector.....	2
2. Employees in and out flows in general government subsectors	5
3. Employment in general government subsectors by employment relationship type	7
4. Women in general government employment	8
5. Employment in general government by age groups.....	10
6. Schooling level in general government.....	15
7. Pay in general government by subsector and post/career/staff group	16
8. Managers in General Government Subsectors.....	19
9. Employees with disabilities	21
Technical Notes	24

1. Employment in general government by subsector

On 31 December 2019 total general government employment amounted to 698,619 work posts, which represented a decrease of 4.2% when compared with 31 December 2011 (corresponding to a reduction of 29,166 work posts). The year on year change, on the other hand, shows a 2.2% employment recovery, corresponding to a raise of 15,402 work posts, registered mainly in Central Government.

This decreasing trend is due to the recruitment restriction and recruitment freezes policies in place since 2006 and 2010, respectively, until 2018. It is also justified by staff reduction policy set within the scope of the financial assistance Portugal was subject within the framework of the European Stabilisation Mechanism from June 2011 to 2014. For further information please see [Technical Notes](#).

Table 1.1 - Employment in general government by subsector - 2011-2019

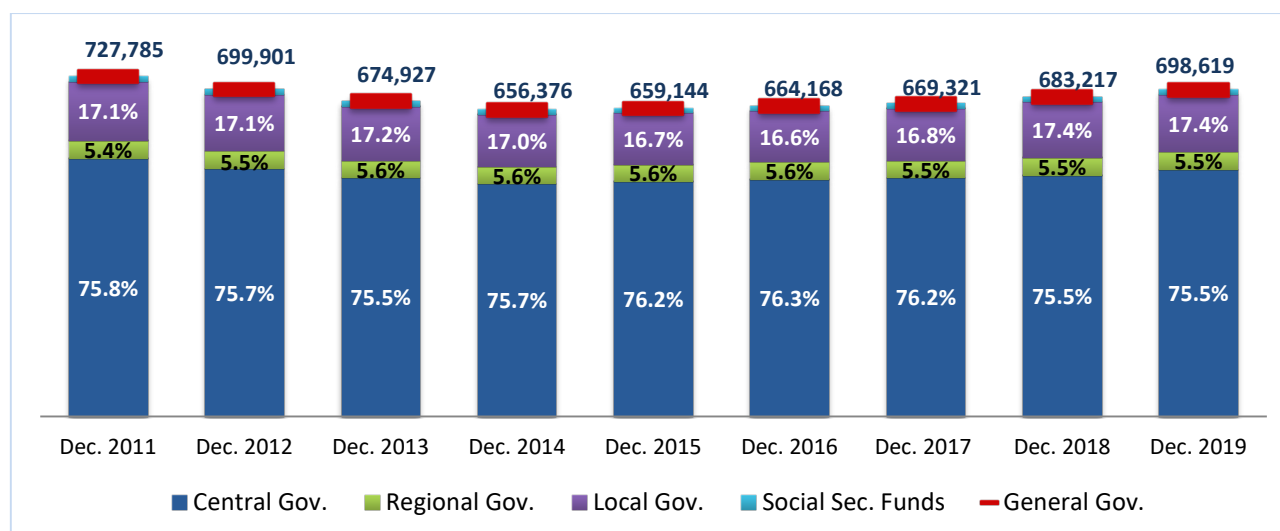
Unit: work post General Government Subsectors	Dec. 2011	Dec. 2012	Dec. 2013	Dec. 2014	Dec. 2015	Dec. 2016	Dec. 2017	Dec. 2018	Dec. 2019	Year- on- year change in %	Variation as from Dec. 2011 in %
General Gov.	727785	699901	674927	656376	659144	664168	669321	683217	698619	2.2	-4.2
Central Gov.	551379	529698	509554	497146	502502	506853	509875	516108	527766	2.2	-4.5
Regional Gov.	39082	38296	37559	36938	36841	36941	36984	37554	38538	2.6	-1.4
Local Gov.	124581	119595	116068	111570	110028	110184	112273	119014	121492	2.0	-2.5
Social Sec. Funds	12743	12312	11746	10722	9773	10190	10189	10541	10823	2.6	-17.7

Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel files Q.1.1.1 to Q.1.1.15)

At the end of 2019, employment in general government subsectors maintained the structure recorded in the previous year: Central government (75.5%); Local government (17.4%); regional government (5.5%) and social security funds (1.5%).

The proportion of staff employed at the central government shows a high public administration centralization level, meaning that public services provision has a low local and regional delegation level.

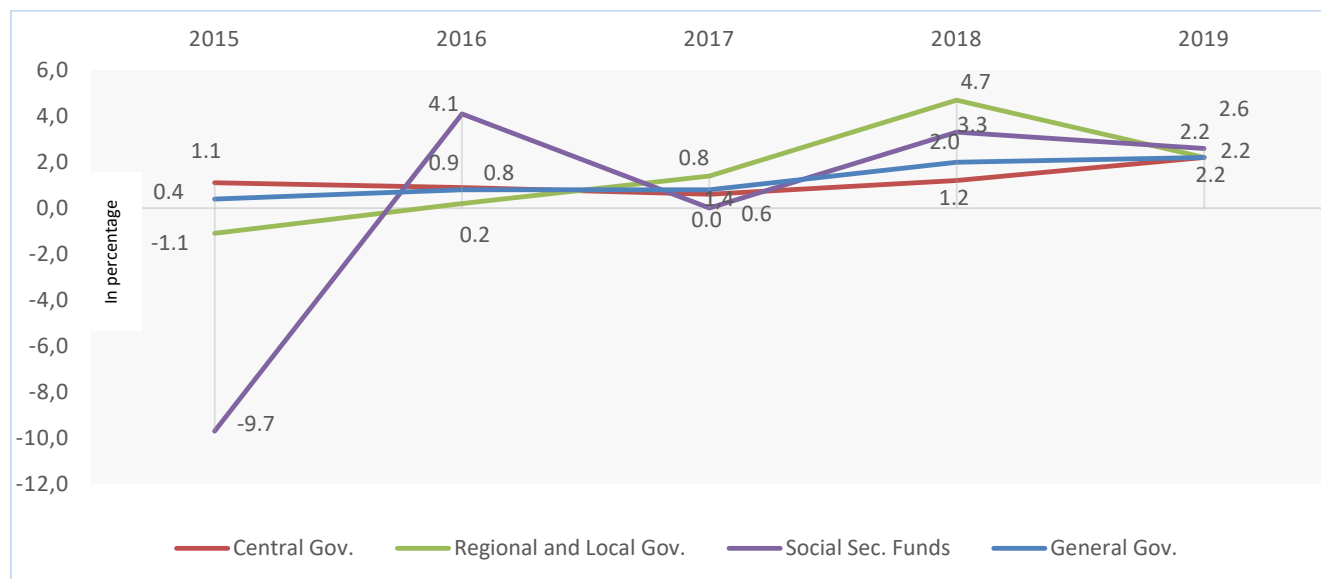
Chart 1.1: Employment in general government by subsector in 2019 and its change since 2011



Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel files Q.1.1.1 to Q.1.1.15)

The year-on-year rate shift by subsector as from 2015 shows that the general government sector recorded a positive change of 2.2%, with the central government sub-sector contributing most to this increase, with a change of 2.2% (11,658 more jobs). Regional and local government and social security funds, compared to the last half of 2018, grew by 2.2% and 2.6% respectively.

Chart 1.2: Year-on-year rate shift of employment in general government by subsector since 2015



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Chart 1.2, page 5

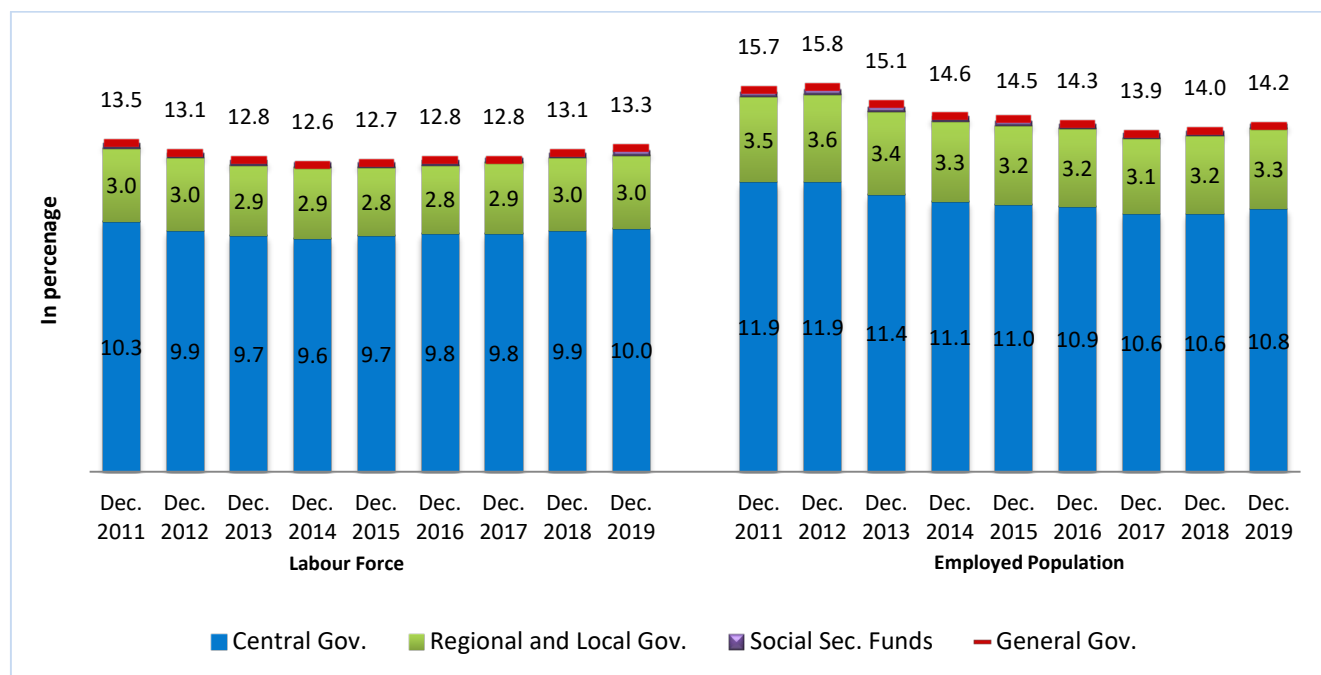
On 31 December 2019, 13.3 of each 100 workers which form the labour force (employed and unemployed) worked in a government entity (table 1.2). Central administration employment downturn effect has significantly contributed to the present indicator trend over the reference period since the end of 2011 (Chart 1.3).

Table 1.2 Public employment share of the labour market by subsector and gender, 31 Dec. /4th Quarter 2019

General Gov. Subsectors	Public employment by gender 31-Dec-2019 (unit: work post)			Share of total population by gender (%)			Share of labour force by gender (%)			Share of employed population by gender (%)		
	Men	Women	MW	Men	Women	MW	Men	Women	MW	Men	Women	MW
General Gov.	274,556	424,063	698,619	5.7	7.8	6.8	10.3	16.3	13.3	11.0	17.6	14.2
Central Gov.	192,249	335,517	527,766	4.0	6.2	5.1	7.2	12.9	10.0	7.7	13.9	10.8
Reg. Gov. Azores	6,514	12,414	18,928	0.1	0.2	0.2	0.2	0.5	0.4	0.3	0.5	0.4
Reg. Gov. Madeira	5,836	13,774	19,610	0.1	0.3	0.2	0.2	0.5	0.4	0.2	0.6	0.4
Local Gov.	67,994	53,498	121,492	1.4	1.0	1.2	2.6	2.1	2.3	2.7	2.2	2.5
Social Sec. Funds	1,963	8,860	10,823	0.0	0.2	0.1	0.1	0.3	0.2	0.1	0.4	0.2

Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Table 1.1, page 6

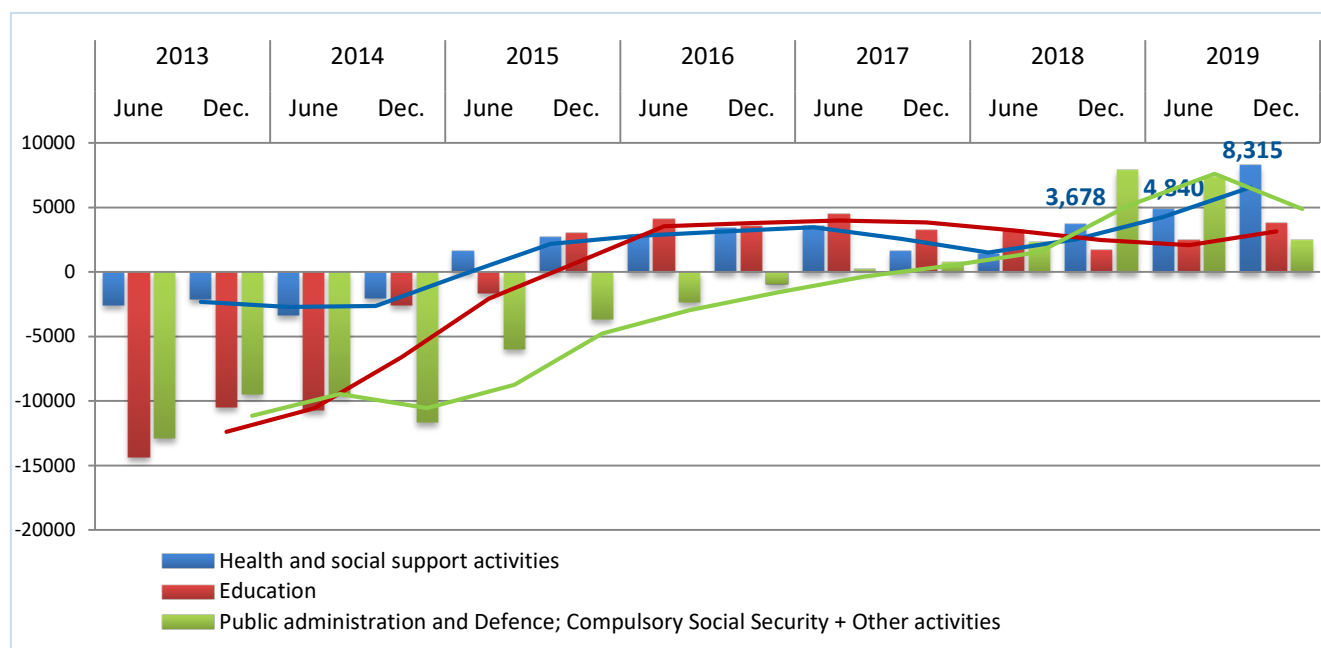
Chart 1.3: Public employment share of the labour market development by subsector (2011-2019)



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Chart 1.5, page 7

The year-on-year employment rate shift analysis (having as reference the end of each semester) by economic activity highlights the education, health and social support activities positive contributions for public administrations employment growth since 2015. The public administration, defence and compulsory social security indicators' behaviour, as from the first semester of 2017, reverse the employment downturn tendency registered until then. The positive contribution of the health and social support activities should be highlighted as at the end of 2019 registered a growth of 8,315 work posts, corresponding to a year-on-year variation of 5.8%.

Chart 1.4: Year-on-year rate shift of employment by economic activities (2013-2019)



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Chart 1.2, page 5

2. Employees in and out flows in general government subsectors

Staff in and outflows at the end of 2019 in general government shows a positive net balance of 15,305 work posts. This result is justified, over the year, mainly by in and outflows of staff registered in central government (11,684 work posts), with a special focus on the Ministry of Education due to the hiring of teachers and kindergarten teachers for the 2019/2020 academic year; the higher education area by the new contracts for teachers and scientific research staff in university and polytechnic education; and in the State Enterprise Sector by the increase in the number of nurses, doctors and diagnostic and therapeutic technicians and the integration of a new hospital into the universe of the National Health Service Public Corporate Bodies. The National Defence area had a negative contribution of 1,250 employees for the same balance.

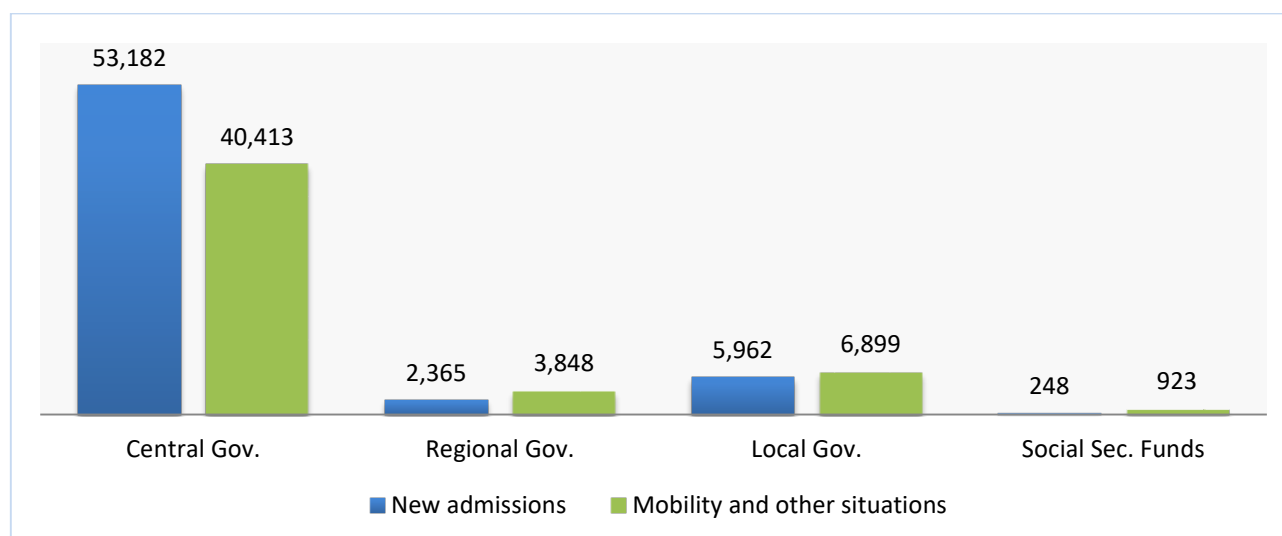
On the other hand, the precarious employment relationship extraordinary regularisation process has had a positive impact on local government. Due to this measure were created 5,962 work posts at the mentioned government level.

In 2019, general government registered a total employee's inflows of 61,757.

New admissions correspond to new recruitments and include employees from entities that integrated the subsector through reclassification.

Mobility and other situations refer to internal recruitment, mobility, public employees' temporary transfer due to public interest, return from unpaid leave or experimental period, limited executive tenure (beginning or resumption) and other situations.

Chart 2.1: Staff inflow in general government subsectors (2019)



Source: DGAEP/DIOEP: SIEP, 4th Quarter 2019

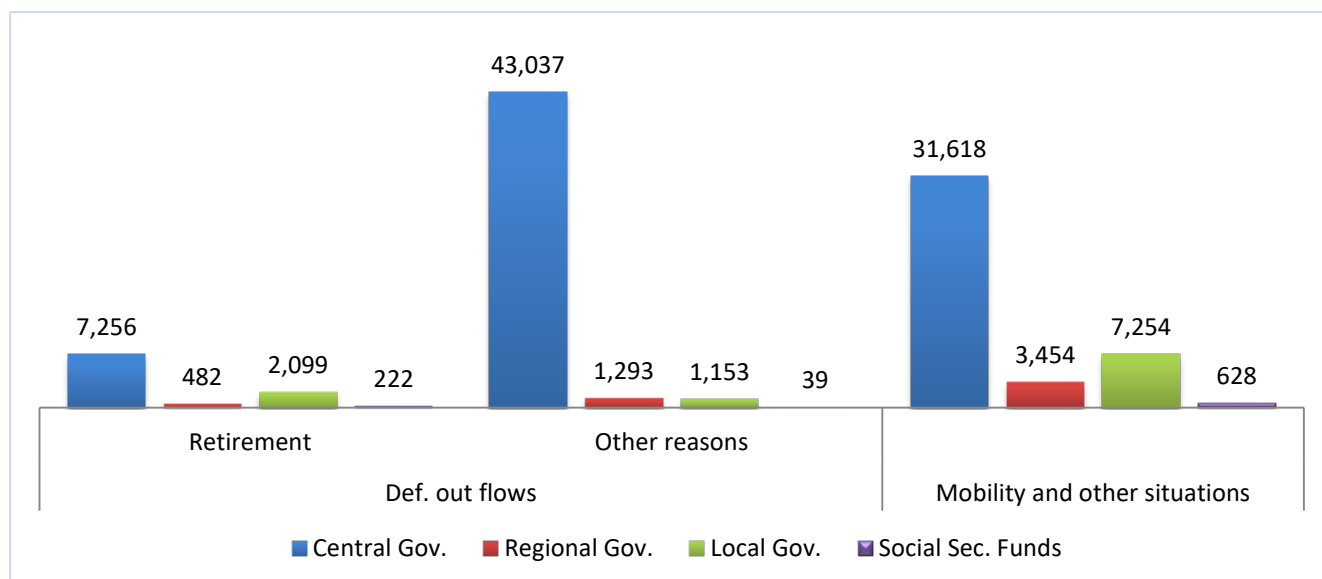
Without considering the departure of employees due to the expiry of a fixed-term contract (fixed or unfixed temporary term), in 2019, retirement represents 56.9% of the definitive outflow of general government employees (10,076 departures), as well as 51.8% and 78.5% of the definitive outflow of employees in central and regional and local government respectively (Chart 2.2).

In 2019, general government registered a total employee's out flows of 98,535.

Definitive out flows occurred due to: retirement, employment relationship termination as a result of contract expiry situations or owing to reasons imputable to employee or employer and death.

Mobility and other situations include mobility, public employees' temporary transfer due to public interest, unpaid leave, unsuccessful experimental period termination, placement under requalification situation, limited executive tenure (end/beginning in other entity) and other situations.

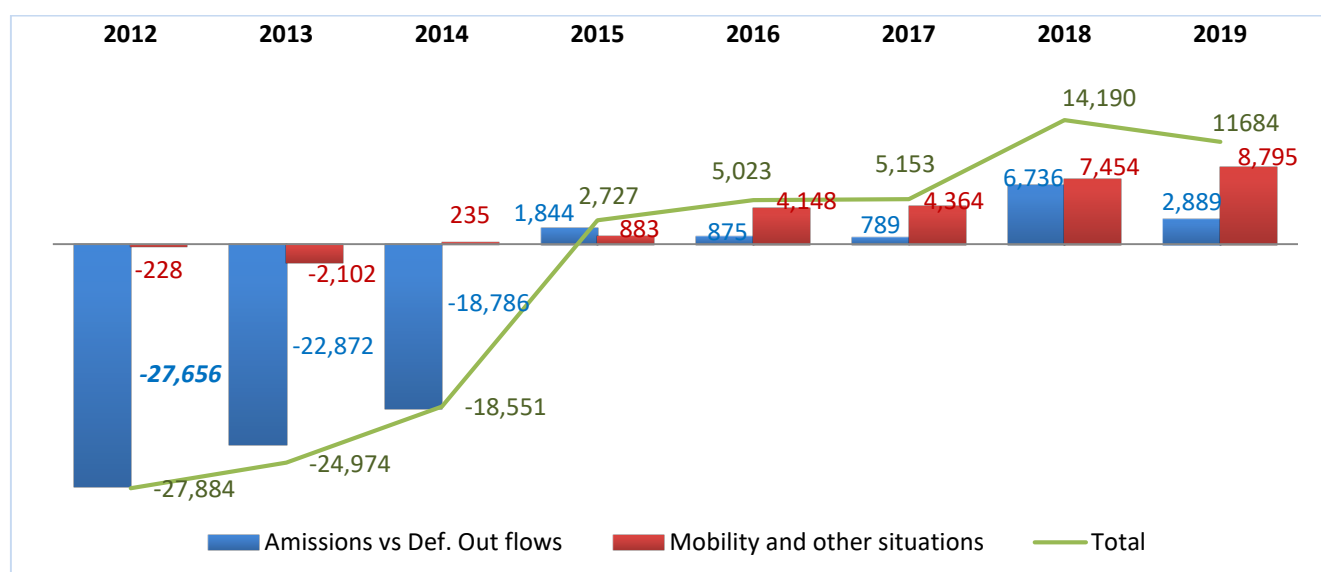
Chart 2.2: Staff outflow in general government subsectors (2019)



Source: DGAEP/DIOEP: SIEP, 4th Quarter 2019

Central government is the main contributor to in and out flows registered over the years. Results for the period between 2012 and 2014 are justified by the recruitment freeze set for all subsectors, alongside with a high retirement level. As from 2014 retirement numbers decreased due to changes in the policy that sets an increasing penalization for early retirement cases regarding the legal age limit (66 years and 5 months in 2019) and length of service (40 years). This penalty policy is linked to economic factors and the growth of average life expectancy. The positive balance registered as from 2015 is mainly due to new admissions that occurred at the Ministry of Education and the National Health Service.

Chart 2.3: In and out flows balance in central government from 2012 to 2019



Source: DGAEP/DIOEP: SIEP, 4th Quarter 2019

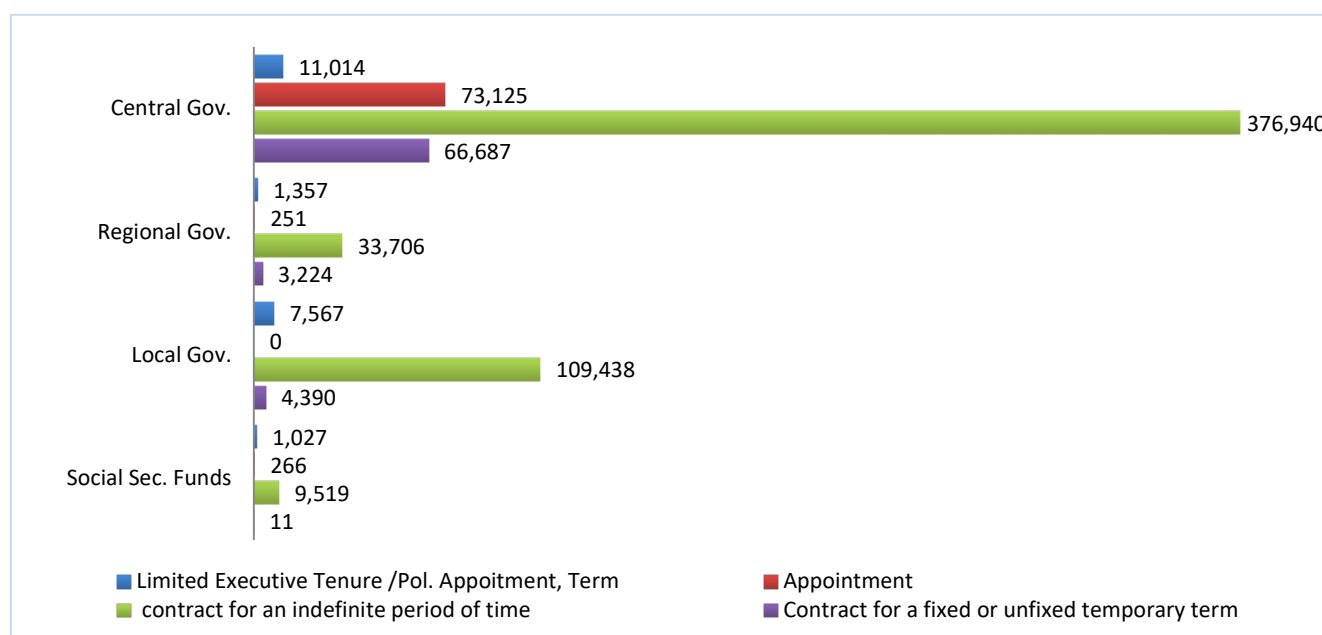
3. Employment in general government subsectors by employment relationship type

In 2009, within the scope of public administration reform process, new normative texts changed the civil service system leading to a new legal framework. Portuguese public administration shift from a career-based system to a position-based system leading to the entry into force of a new Public Functions Employment Contract Scheme. As a result, the employment legal relationship of appointment is reserved for cases of fulfilment of functions within the scope of the following assignments, competencies and activities: generic and specific missions of armed forces in permanent establishment plans; external representation of the state; intelligence and security; criminal investigation, public security in public space and in institutional services namely prisons and courts, inspection.

On the other hand, public employment contract, with exception of management positions, shall be applied to remaining posts, i.e. the majority of staff performing public functions.

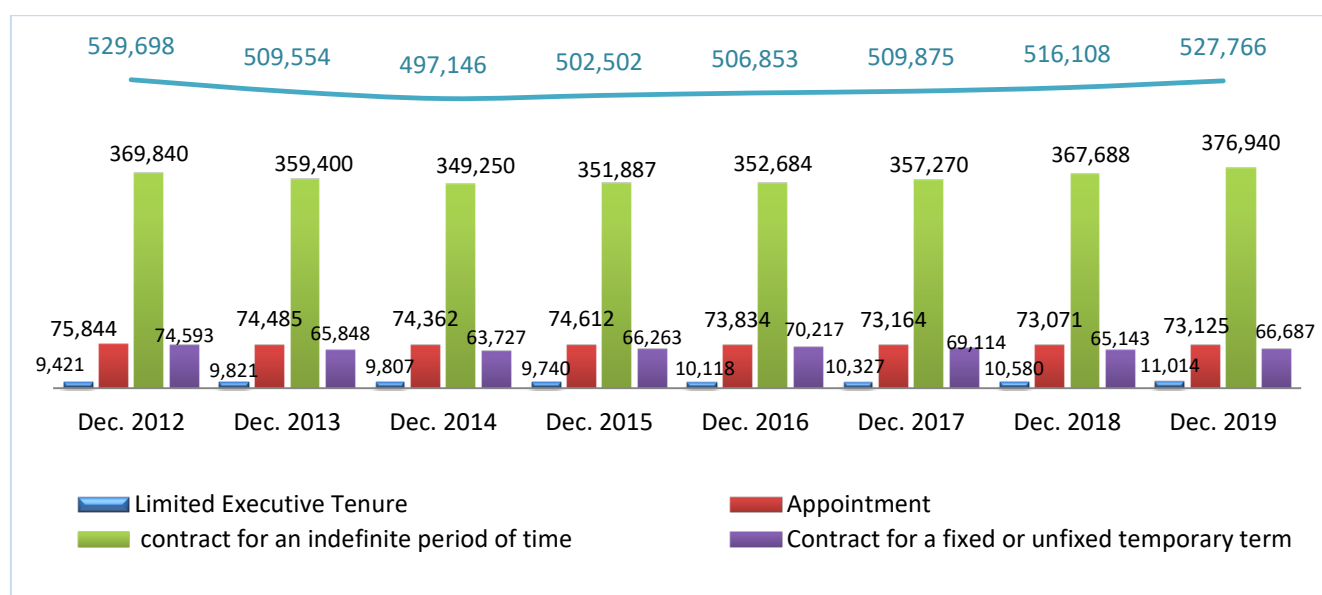
The limited executive tenure is the employment relationship applied to management positions.

Chart 3.1: Employment in general government subsectors by relationship type (December 2019)



Source: DGAEP/DIOEP: SIEP, 4th Quarter 2019

Chart 3.2: Employment in central gov. by relationship type in December 2019 and its change since 2012



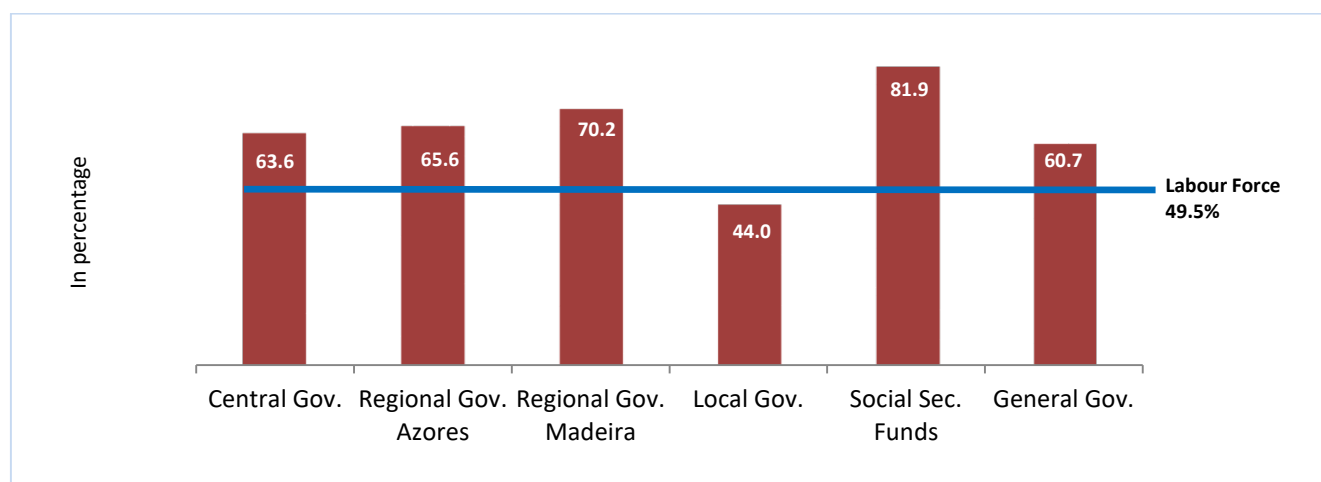
Source: DGAEP/DIOEP: SIEP, 4th Quarter 2019, Table Q1.4 (Excel Tables)

4. Women in general government employment

In December 2019 women make up a larger portion of the general government workforce (60.7%) than the total labour force, where women account for 49.5% of that total (Chart 4.1).

However, the share of women working at local government level falls to 44%, reflecting the importance that support staff posts, filled mainly by men, represent in this government level, as well as male dominated occupations such as firefighters and municipal police (Table 4.1).

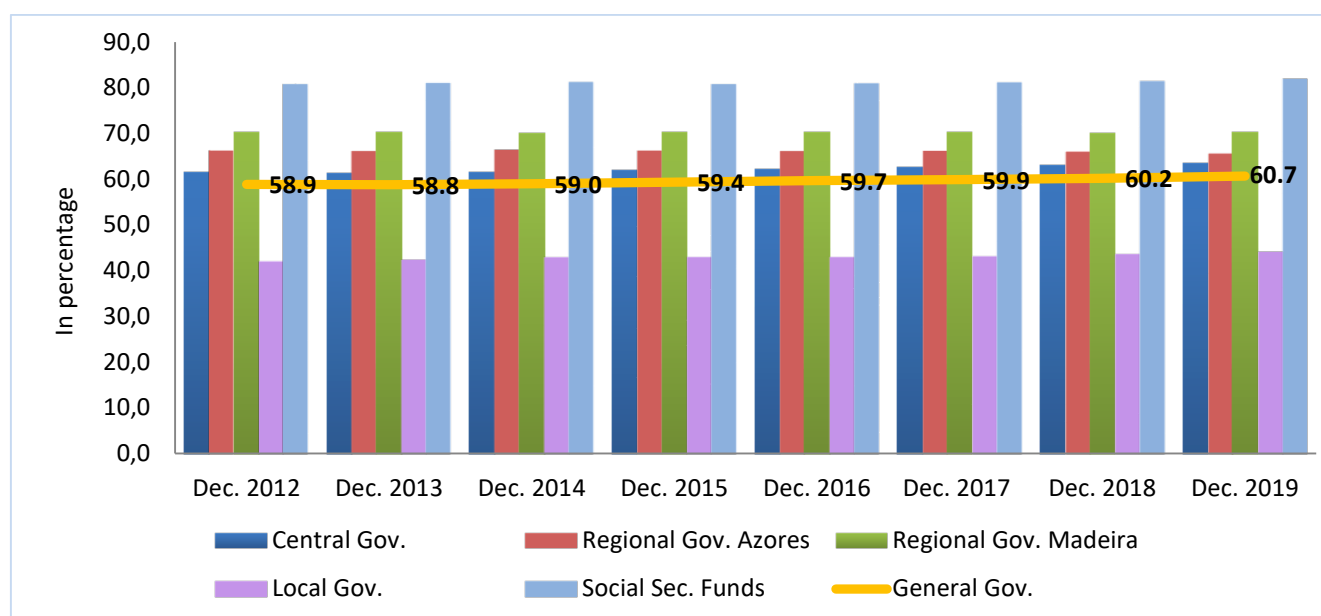
Chart 4.1: Women in general government subsectors compared to women in the labour force (December 2019)



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, page 8

The share of women working in general government registers a steady slight increase as from 2014.

Chart 4.2: Women in general government subsectors in 2019 and its change since 2012



Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel Tables)

Table 4.1: Employment in general government subsectors by post/career/staff group and gender (December 2019)

	General government		Central government		Local government		Regional government		Social security funds	
	M	W	M	W	M	W	M	W	M	W
1st grade top managers	442	183	266	118	110	34	64	27	2	4
2nd grade top managers	588	503	493	422	39	27	53	47	3	7
1st grade middle managers	1,429	1,385	943	1,030	293	183	165	137	28	35
2nd grade middle managers	2,482	3,145	1,210	1,550	1,031	1,111	140	179	101	305
3rd grade middle managers	1,001	1,667	517	783	316	461	30	20	138	403
Professionals	22,187	45,779	11,864	25,376	8,529	15,203	1,251	2,359	543	2,841
Administrative Staff	23,228	64,224	11,864	36,414	9,277	19,600	1,411	4,342	676	3,868
Support Staff	67,531	90,542	20,962	68,242	42,008	15,325	4,370	5,991	191	984
ICT Staff	3,714	1,467	2,029	911	1,208	333	305	128	172	95
Magistrates	1,444	2,357	1,444	2,357	0	0	0	0	0	0
Diplomats	284	118	284	118	0	0	0	0	0	0
Scientific research staff	1,469	1,972	1,468	1,970	0	0	1	2	0	0
University Teacher	8,600	6,641	8,600	6,641	0	0	0	0	0	0
Polytechnic Teacher	5,468	5,002	5,468	5,002	0	0	0	0	0	0
Early years, basic and secondary education teaching Staff	30,555	105,583	27,497	96,948	71	289	2,967	8,226	20	120
Inspection Staff	807	946	621	683	0	0	100	82	86	181
Doctor	11,214	19,355	10,741	18,537	0	0	473	818	0	0
Nurse	8,200	40,822	7,585	37,898	2	12	611	2,908	2	4
other health staff	2,271	9,361	2,098	8,694	0	0	172	654	1	13
Taxes and Borders Staff	4,007	5,293	3,945	5,159	0	0	62	134	0	0
Justice Staff	3,514	8,661	3,497	8,564	0	0	17	97	0	0
Military Forces	22,470	3,112	22,470	3,112	0	0	0	0	0	0
Security Forces	46,407	4,959	46,337	4,959	0	0	70	0	0	0
Firefighters	2,223	83	0	0	2,223	83	0	0	0	0
Municipal police	1,271	277	0	0	1,271	277	0	0	0	0

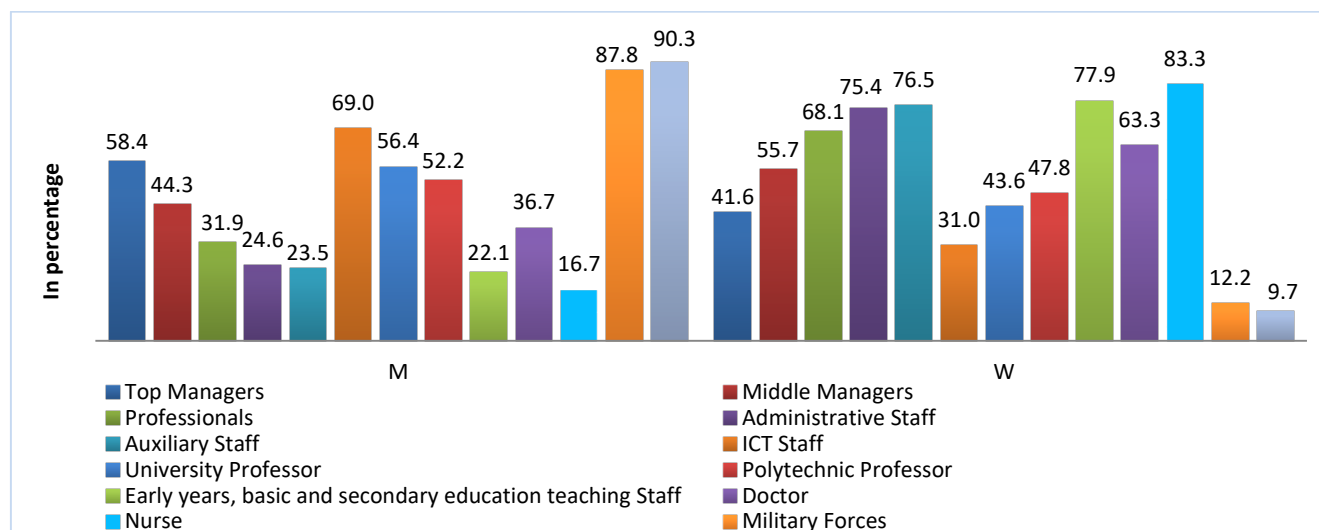
Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel Tables)

By focusing on central government posts, careers and staff groups the higher women representation in general regime careers may be confirmed: professionals (68.1%), administrative staff (75.4%) and support staff (76.5%). This higher female representation percentage is also registered in the majority of special regime careers of which we have selected the following: kindergarten, basic and secondary teacher (77.9%), nurses (83.3%) and doctors (63.3%).

However, women are less represented in higher management posts where they fill only 41.6% of top management positions. Such gender imbalance in the upper echelon of government weakens the role of women in decision making.

On the other hand, staff groups such as ICT (69.0%), university professors (56.4%) and polytechnic professors (52.2%), still maintain a higher men representation. Finally, chart 4.3 confirms that military (87.8%) and security forces (90.3%) are traditionally male occupations.

Chart 4.3: Employment in central government by post/career/staff group and gender (December 2019)

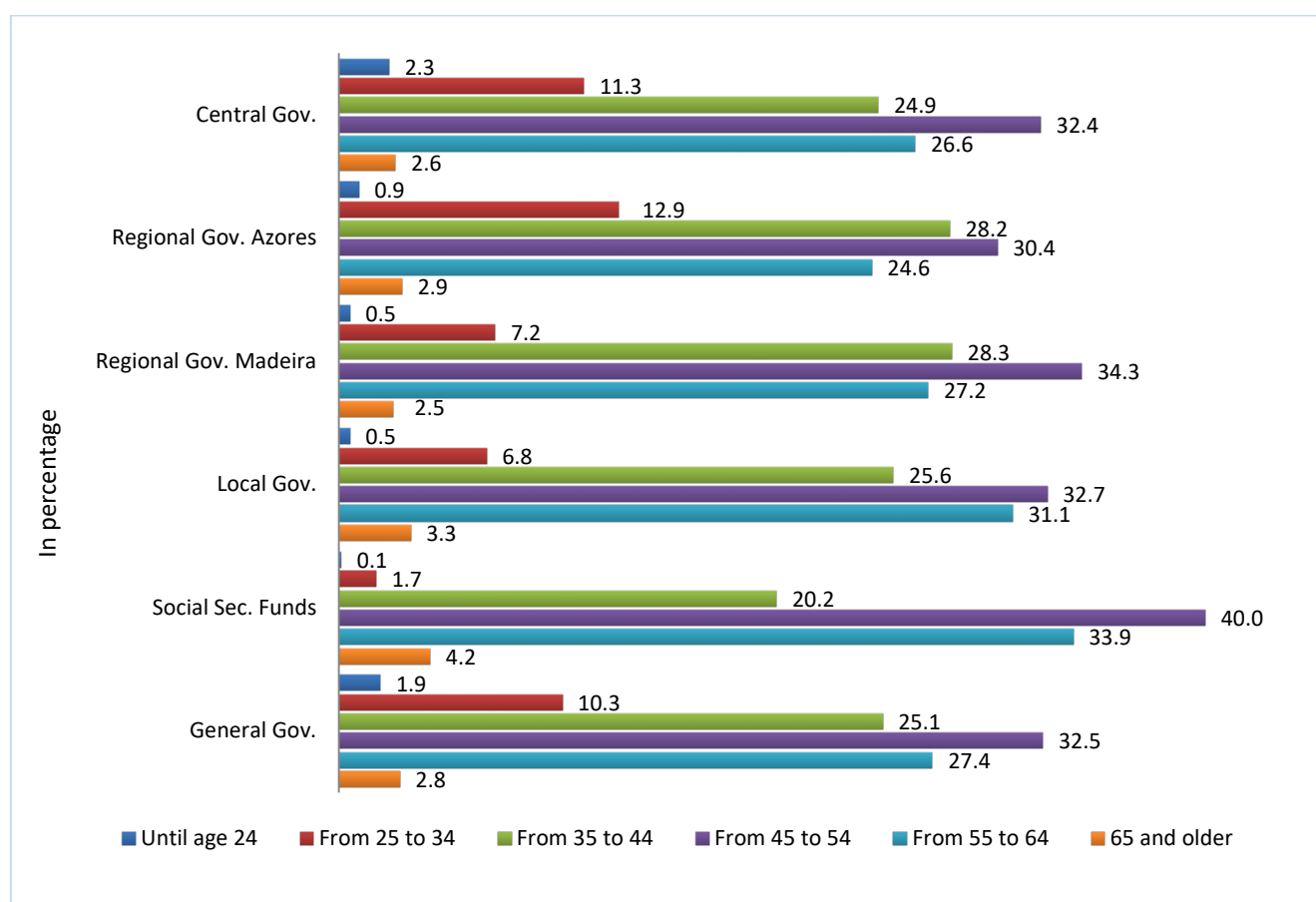


Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel Tables)

5. Employment in general government by age groups

On 31 December 2019, general government employees aged between 45 and 54 years old represented 32.5% of total employment. In addition, 27.4% of employees were aged over 54 years old. All general government subsectors show similar age groups distribution thus highlighting the ageing problem in public administration.

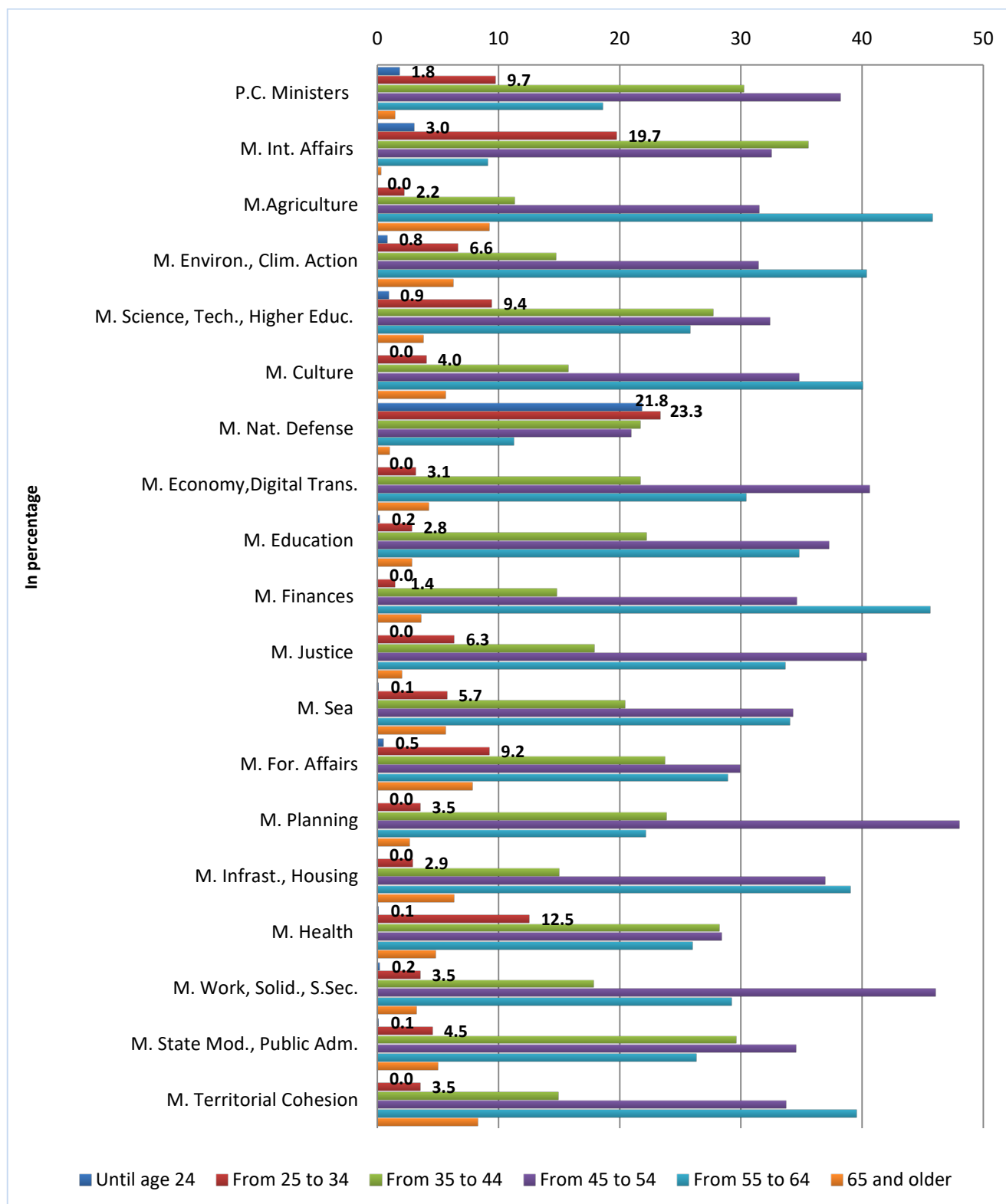
Chart 5.1: Public employees age groups by subsector (December 2019)



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Table 2.1.1, page 10

Focusing on central government, chart 5.2 shows that military (Ministry of National Defence) and police force staff (Ministry of Internal Affairs) contribute to its rejuvenation. In the former case 45.1% of employees have less than 35 years old and in the latter that share drops to 22.7%, but still standing much above the share registered for the remaining ministries.

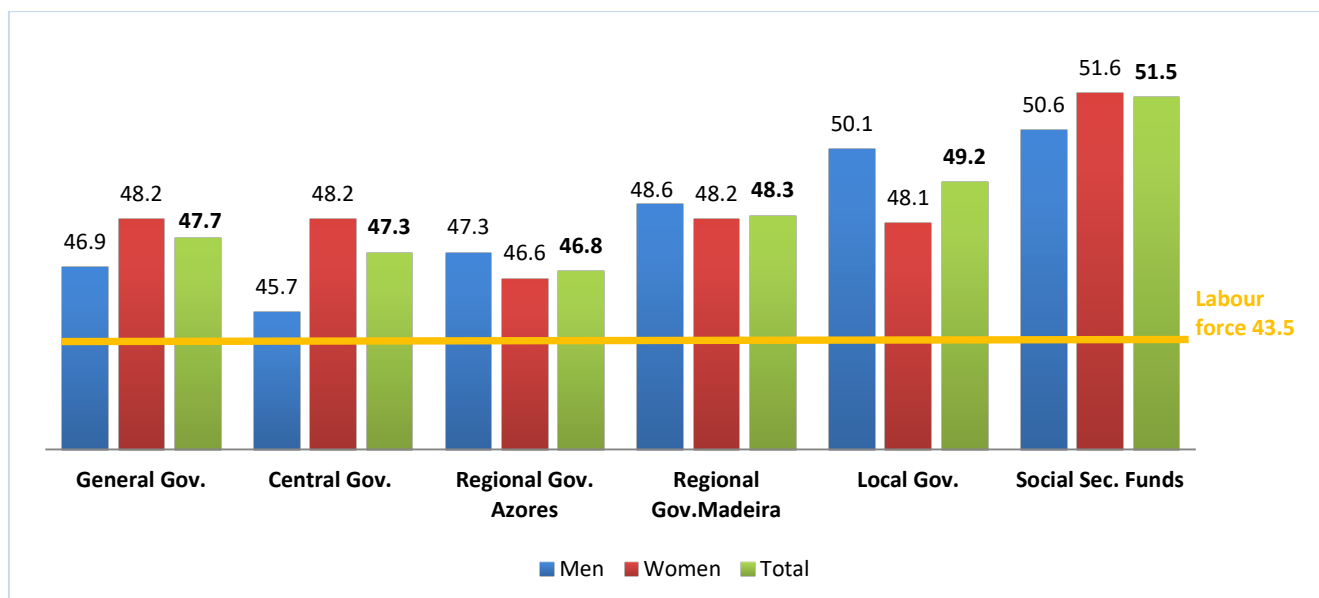
Chart 5.2: Age groups share in central government (December 2019)



Source: DGAEP/DIOEP: BOEP No. 20, June 2020, Table 2.1.1, page 10

The estimated average age for general government employees, on 31 December 2019, is 47.7 years old. It stands 4.2 years higher regarding the national labour force average age of 43.5 years old. The social security funds level registers in both men and women the highest average ages of all subsectors (Chart 5.3).

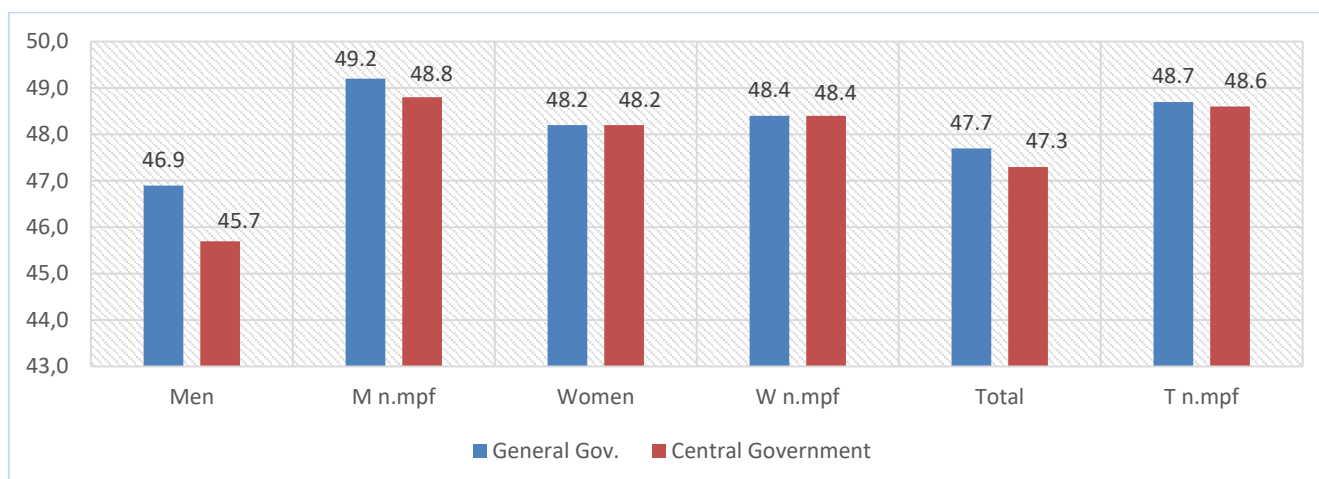
Chart 5.3: Employees average age in general government by subsector and gender (December 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.4, page 12

Employees' average age increases in general and central government when the military and security forces careers are not taken into consideration. As chart 5.4 shows civilian employees average age raises from 47.7 to 48.7 years old in general government and from 47.3 to 48.6 years old in central government and the greatest impact is registered for men, from 46.9 to 49.2 and 45.7 to 48.8 years old respectively.

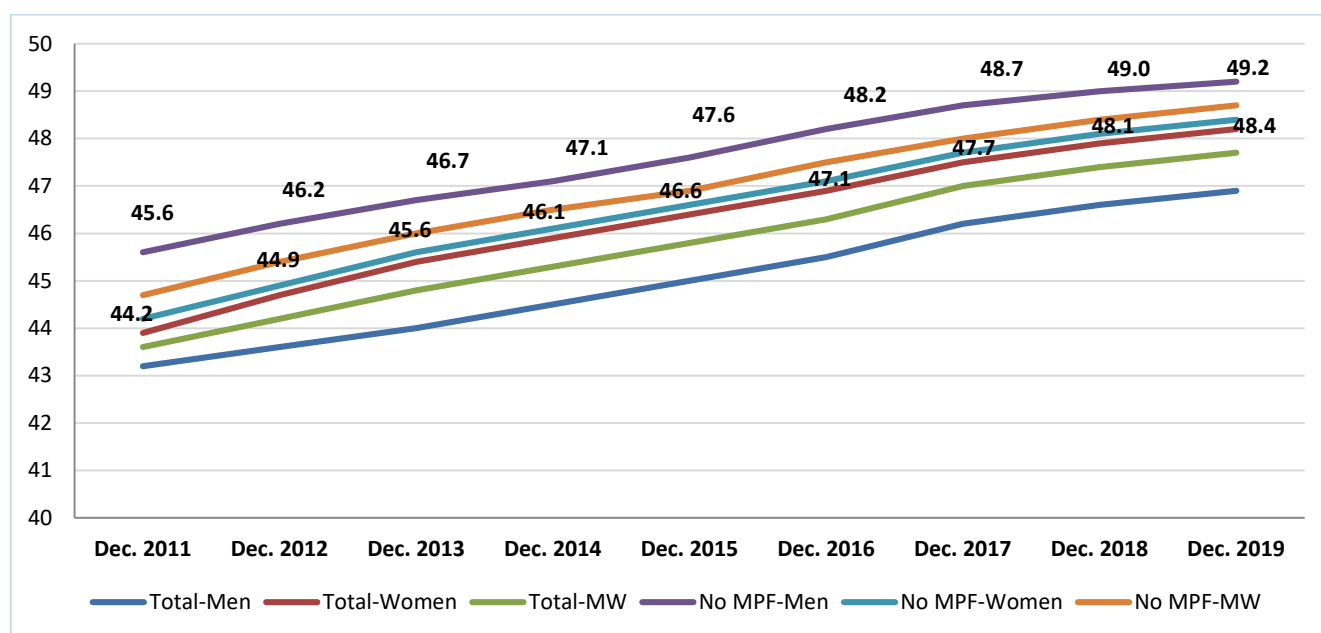
Chart 5.4: Employees average age in general and central government per gender with and without military and police forces (December 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.2, page 11

Women average age is lower than that of men when only civilian staff is considered due to the fact of the military and security forces being traditionally male occupations, as seen above. The index maintains this trend over time.

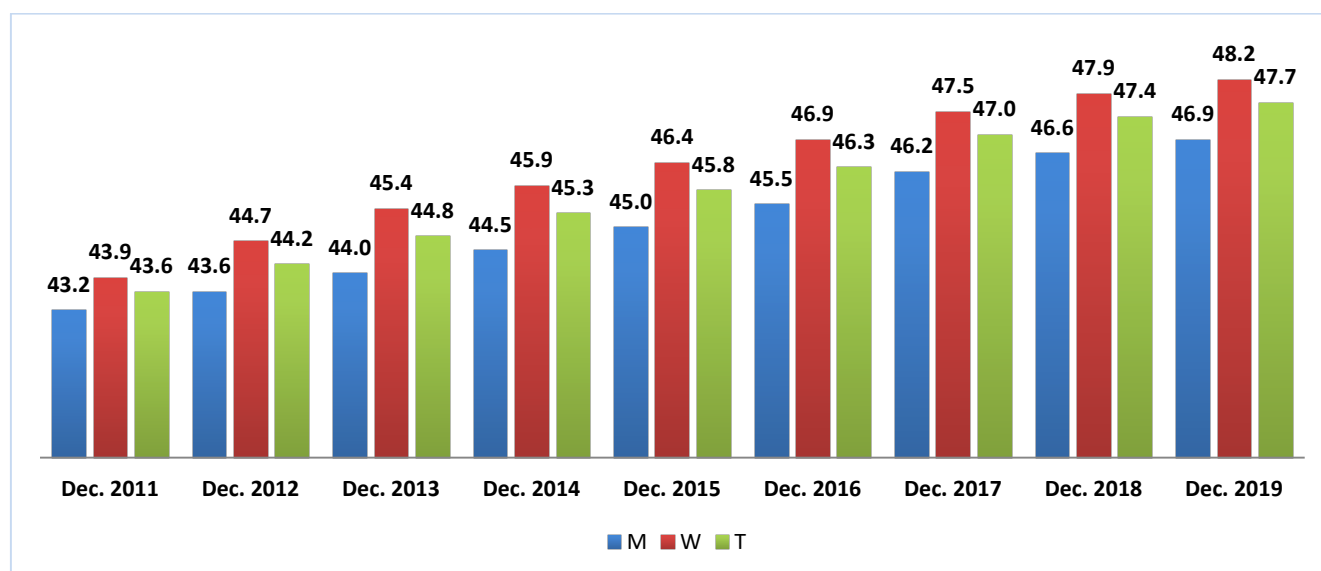
Chart 5.5: Employees' average age in general government with and without military and police forces from 2011 to 2019



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.2, page 10

The average age in general government shows a progressive growth reflecting the ageing problem and the impact of the recruitment freeze policies adopted as from 2010. According to Chart 5.6 employees' average age has risen 4.1 years between December 2011 (43.6 years old) and December 2019 (47.7 years old).

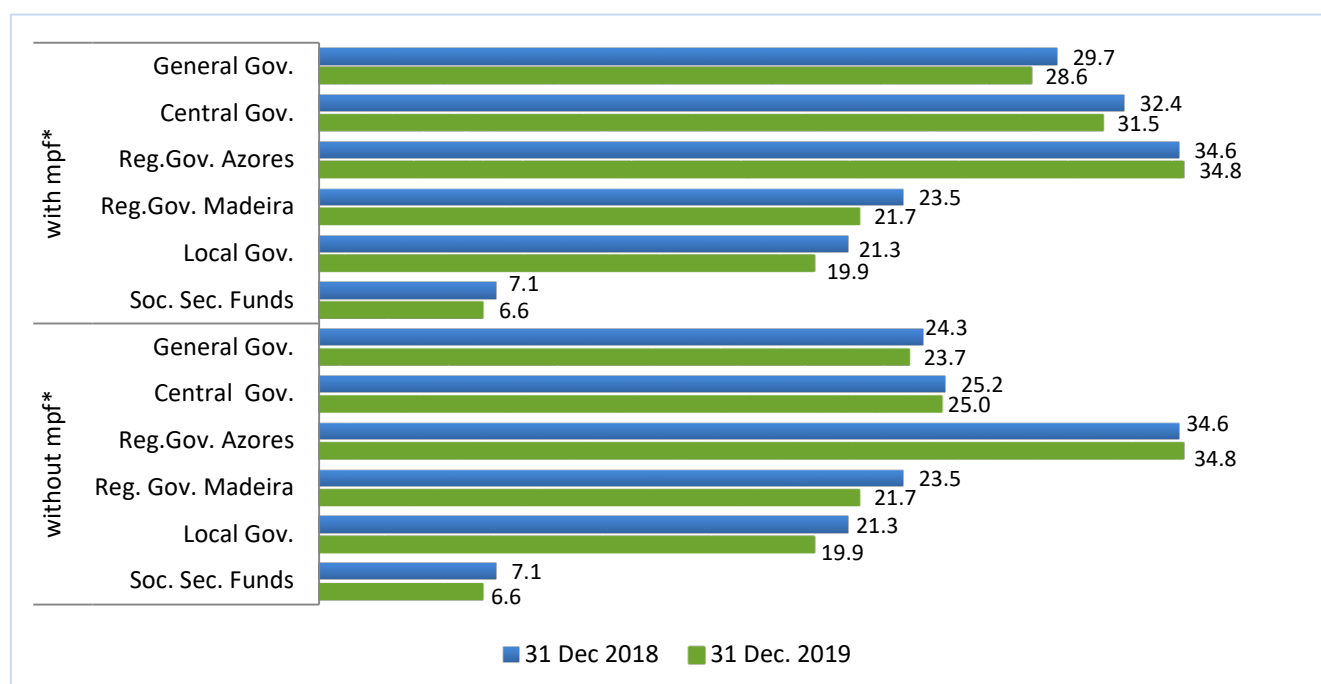
Chart 5.6: Employees average age in general government by gender from December 2011 to December 2019



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.2, page 10

In December 2019, all general government subsectors showed a youth index lower than 100, meaning that the employees' number with less than 40 years old is lower than the employees' number with 40 years old and above. The index is especially lower for local government where for every 100 employees with an age higher than 40 years old only 19.9 employees were registered with a lower age (chart 5.7.).

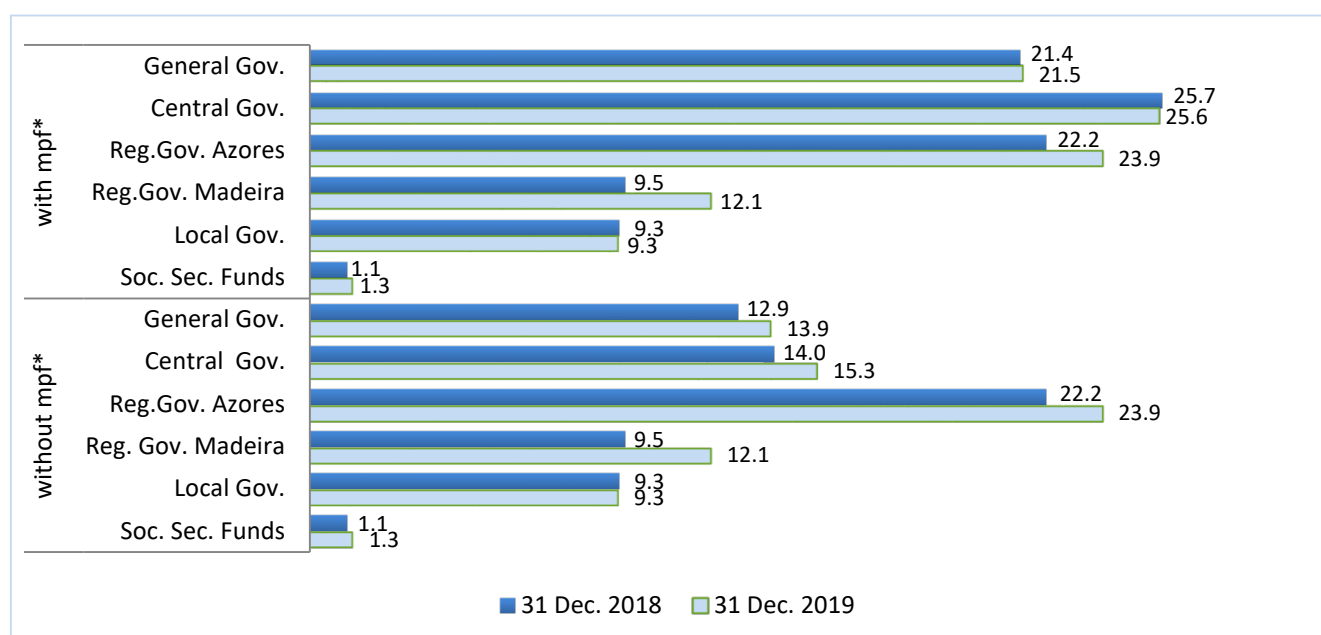
Chart 5.7: General government employees' youth index with and without military and police forces by subsector (Dec. 2018 – Dec. 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.5, page 12 - *mpf – military and police forces

Employees' renewal index in general government subsectors is low: on 31 December 2019 for every 100 employees included in the age group from 55 years old to 64 years old, there were only 21.5 employees with ages between 20 and 29 years old. This renewal index drops to 13.9 if military and police forces staff is excluded (chart 5.8).

Chart 5.8: Employees' renewal index in general government subsectors with and without military and police forces (Dec. 2018 – Dec. 2019)



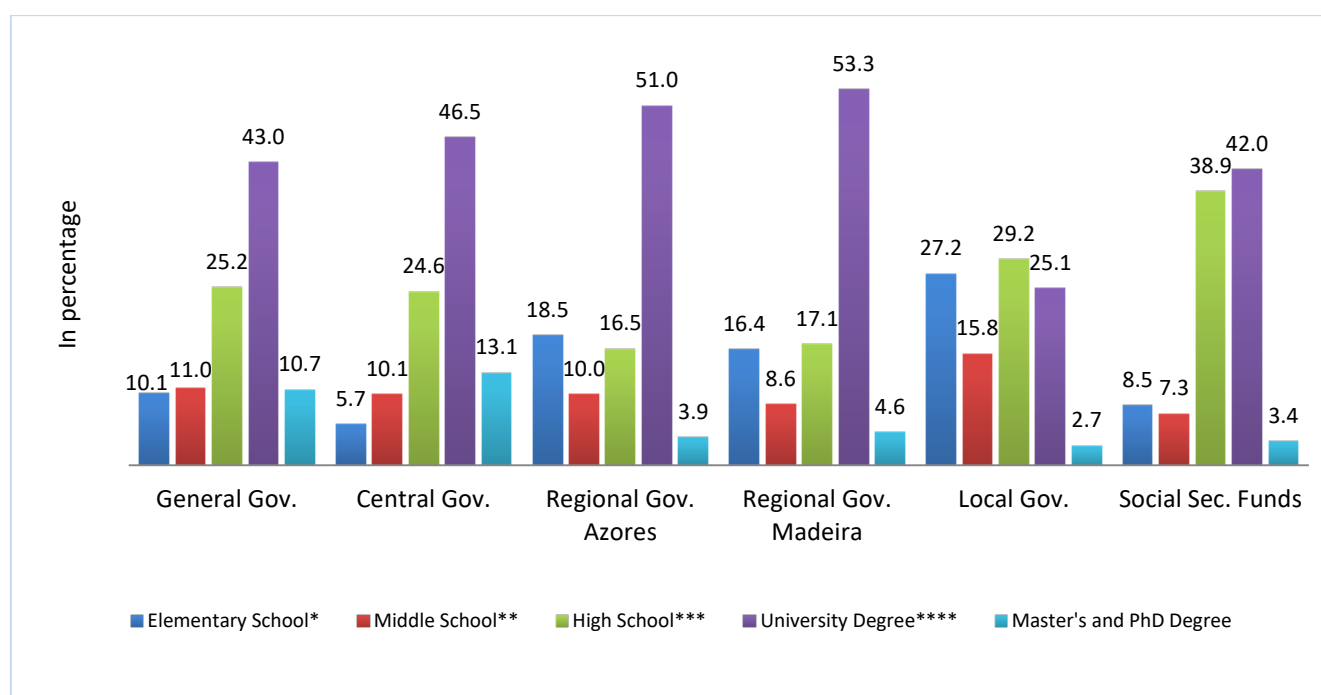
Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.1.6, page 12 - *mpf – military and police forces

6. Schooling level in general government

On 31 December 2019, more than half of general government employees held a higher education degree - graduation, Master's and PhD degrees (53.7%). At central government level height ministries concentrate the majority of employees with a higher education degree: Ministry of Science, Technology and Higher Education (83.5%), Ministry of Planning (82.8%), Ministry of Territorial Cohesion (74.8%), Ministry of Education (73.0%), Presidency of the Council of Ministers (72.5%), Ministry of Work, Solidarity and Social Security (71.4%), Ministry of Economy and Digital Transition (69.2%) and Ministry of Health (67.8%).

Nevertheless, around 147,600 general government work posts (21.1%) are filled with employees holding basic and middle school levels. Local government registers the highest level of such schooling levels (43.0%).

Chart 6.1: Employment by schooling levels in general governments subsectors (December 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Table 2.2.1, page 13

* In Portugal basic school comprises the first 6 years of schooling divided into two teaching cycles (from 1st grade to 4th grade and 5th grade to 6th grade)

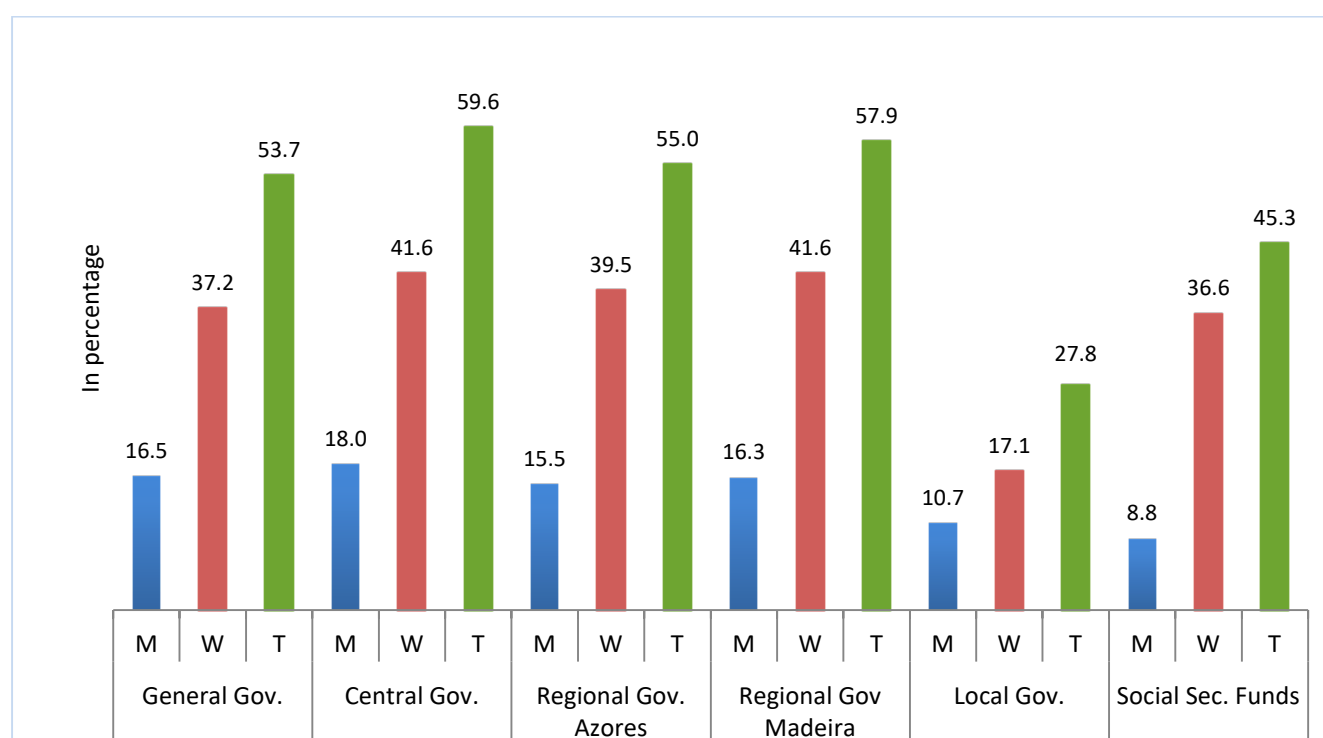
** Middle school is included in basic education (basic level 3rd cycle) and ranges from 7th grade to 9th grade schooling

***High School/Secondary education covers 10th to 12th grade, currently is the compulsory education level

****University degree includes former Bachelor's degree

As seen above, in December 2019, 53.7% of employees in general government held a higher education degree, which is substantially above the 27.7% registered for the national labour force. Furthermore, chart 6.2 shows that the technical skill level of women more than doubles the one registered for men, 37.2% vs 16.5%, respectively.

Chart 6.2: Share of employees with a higher education degree in general government and in labour force by gender (December 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 2.2.1, page 13

7. Pay in general government by subsector and post/career/staff group

Compensation policy in Portuguese general government reflects the effects of the overall public debt reduction policies being targeted with different salary freezes and reduction measures as from 2010¹. Recently, it has reflected the progressive restitution of such salary reductions, the updating of the minimum guaranteed monthly salary, and the meal allowance update.

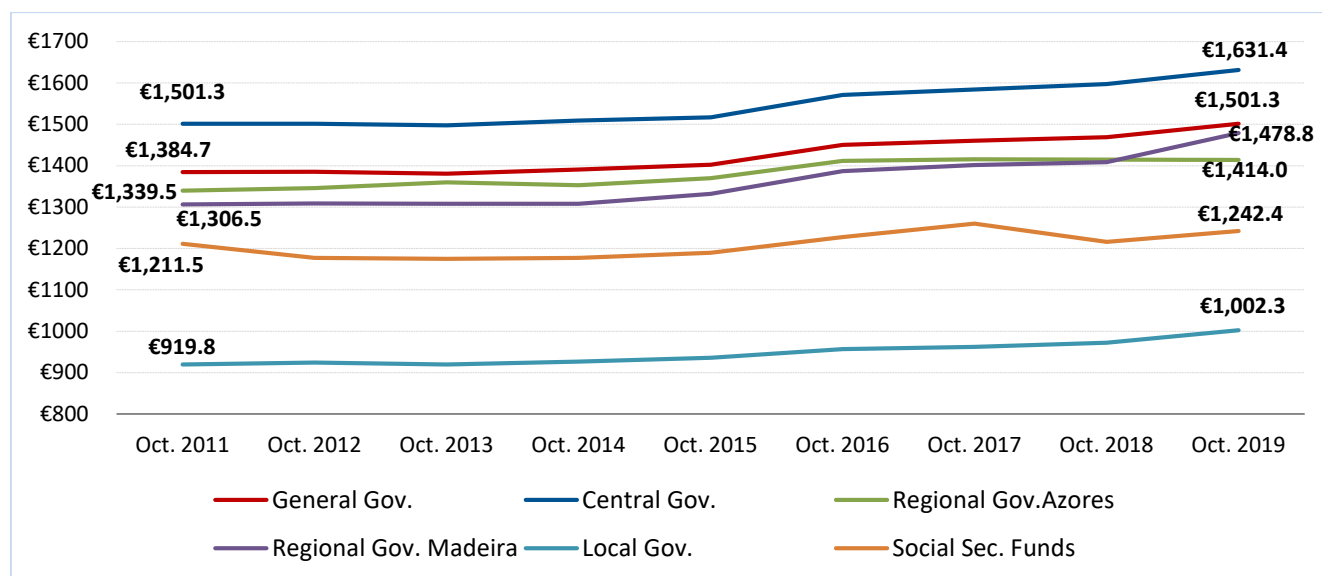
Alongside with these policies, the average monthly basic salary and gain also suffered from the impact of administrative reorganization measures carried out in all general government subsectors, as well as with the employees' numbers shift over time.

For the period between October 2011 and October 2019, the average monthly basic salary and gain register a similar evolution for all general government subsectors as salary policy is defined centrally by the Government and due to the reasons mentioned above.

In October 2019, the average monthly basic salary for full time employees in general government stood at €1,501.3 and the average monthly gain is estimated at €1,760. Central government employees show the highest average monthly basic salary (€1,631.4) and average monthly gain (€1,912). On the other hand, local government employees register the lowest earnings.

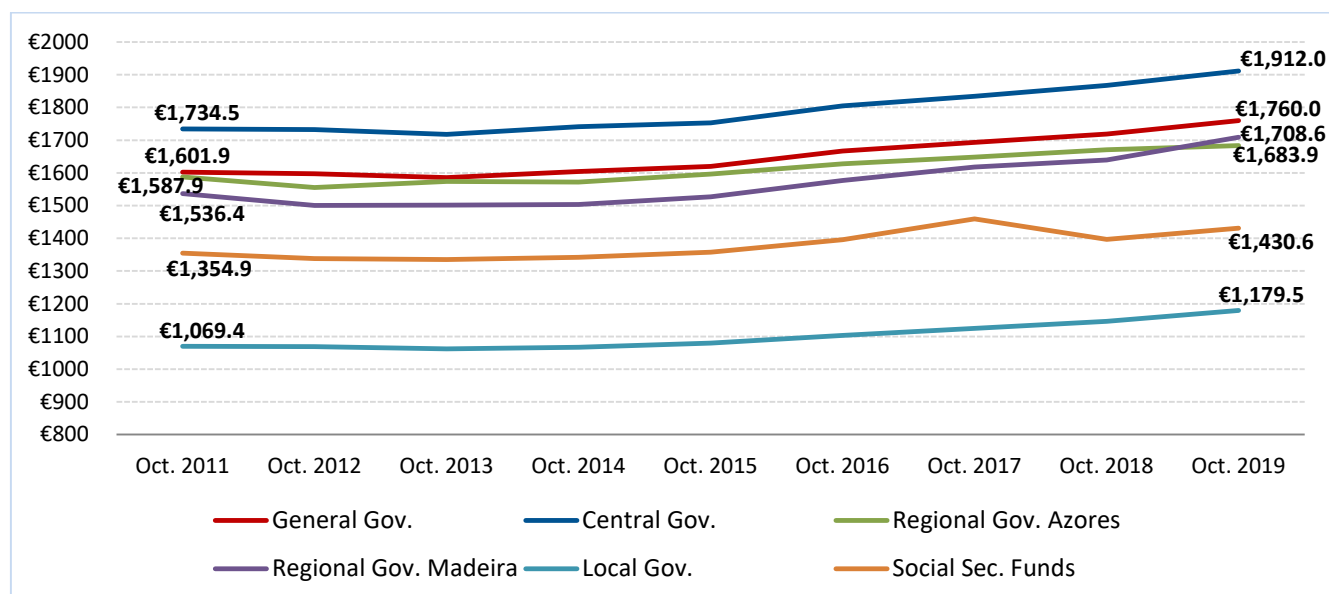
¹ For further information on compensation policy since 2010, please see technical notes

Chart 7.1: Average monthly basic salary for full time employees in general government subsectors from October 2011 to October 2019



Source: DGAEP/DIOEP: SIEP 4th Quarter 2019, Table 4.1, page 16

Chart 7.2: Average monthly gain for full time employees in general government subsectors from October 2011 to October 2019

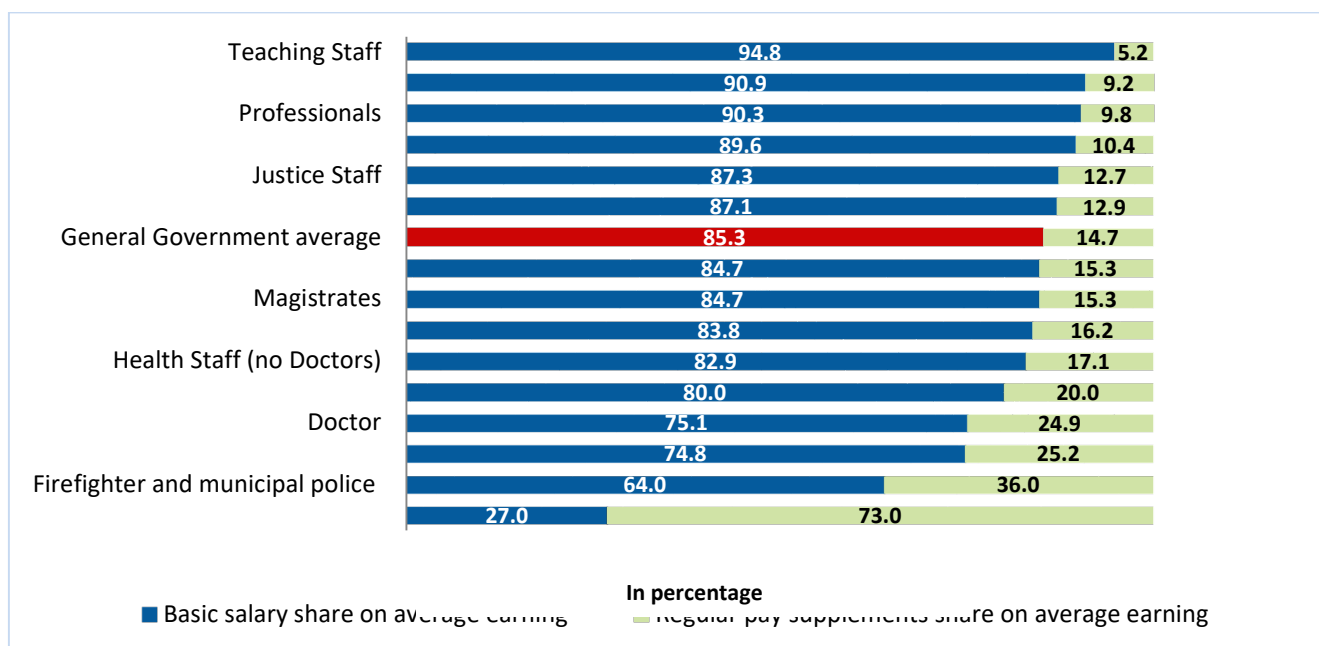


Source: DGAEP/DIOEP: SIEP 4th Quarter 2019, Table 4.1, page 16

During the reference period, teaching staff continue to stand out due to the higher average basic salary share (94.8%) in relation to the average gain. On the other hand diplomats constitute the career with the greatest differentiation in the average gain structure for the performance of duties in the Foreign Affairs Ministry internal departments and when posted abroad: considering total employment (inside and outside the national territory) regular supplements assume the greatest importance in the average gain earned monthly by diplomats (73.0%). By contrast, regular supplements account for 20.8% of the average gain when only the indicators of the career within national territory are observed (Chart 7.3 and 7.3.1).

It should be highlighted that the meal allowance and other regular pay supplements are included on supplements amount; pay for overtime work is also included in average monthly pay.

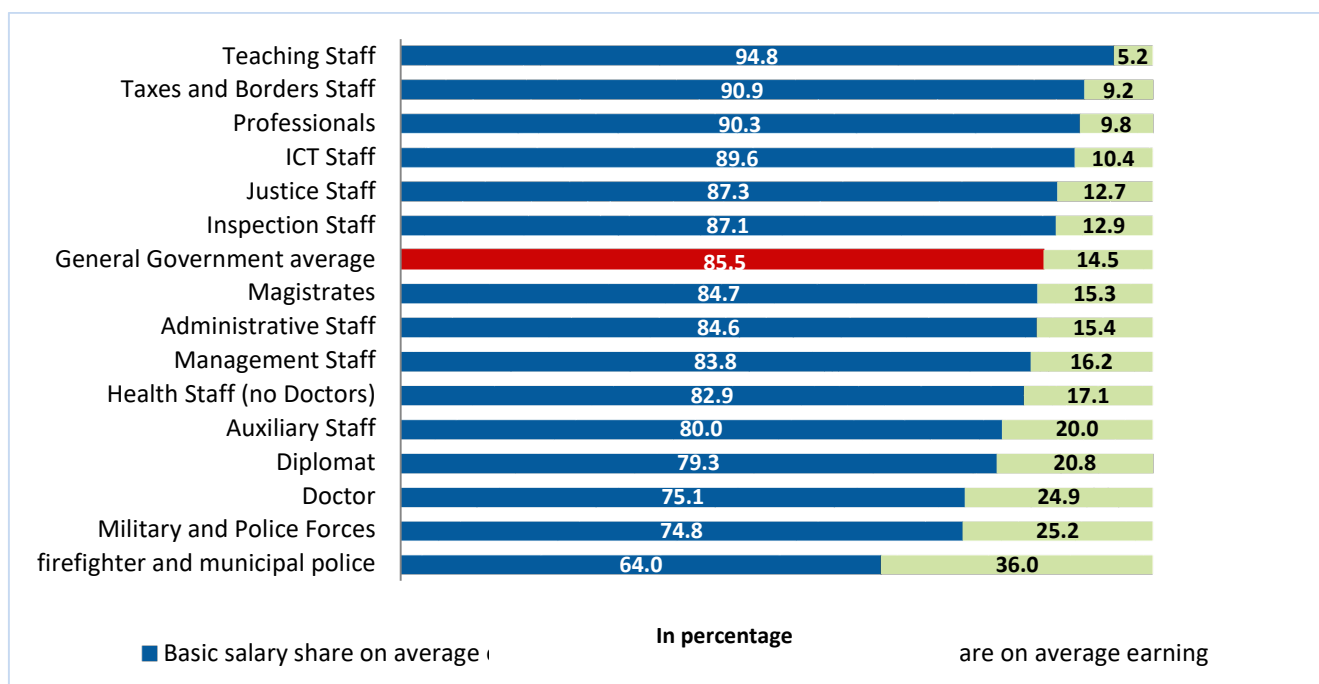
Chart 7.3: Total employment average monthly pay structure per post, career and staff group (October 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 3.4.1, page 19

Notes: Teaching staff: includes teachers at all levels of education and scientific research staff; Justice Staff: includes registrar and notary, registry and notary staff and bailiff; Management Staff: includes top and middle managers of all degrees.

Chart 7.3.1: Average monthly pay structure per post, career and staff group without employees posted abroad (October 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 3.4.1, page 19

Notes: Teaching staff: includes teachers at all levels of education and scientific research staff; Justice Staff: includes registrar and notary, registry and notary staff and bailiff; Management Staff: includes top and middle managers of all degrees.

8. Managers in General Government Subsectors

Compared with the same period of the previous year, there was an increase of 5.6% in the total number of managers in General government (4.2% for men and 6.8% for women approximately). Such increase is more significant in regional and local administration, 10.7% (Table 8.1).

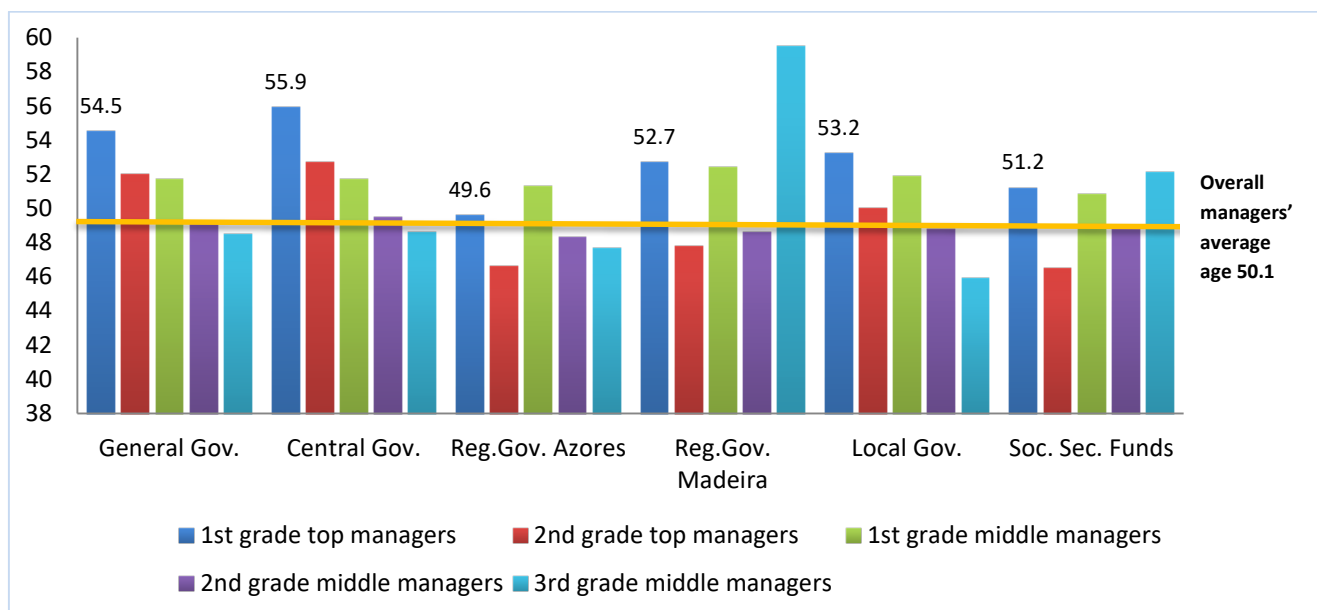
The overall average age of managers at the various levels of management is 50.1 years, the highest being that of 1st grade top managers: 54.5 years on average in general government. Local government is the subsector where the overall average age of managers is lower: 48.8 years (Chart 8.1).

Table 8.1: Managers' in general government subsectors by position

Unit: work post	General Gov.			Central Government			Regional and Local Government			Social Security Funds		
	Dec. 2018	Dec. 2019	Year-on-year change %	Dec. 2018	Dec. 2019	Year-on-year change %	Dec. 2018	Dec. 2019	Year-on-year change %	Dec. 2018	Dec. 2019	Year-on-year change %
Total	1,2148	1,2825	5.6	7,108	7,332	3.2	4,037	4,467	10.7	1,003	1,026	2.3
Top managers	1,665	1,716	3.1	1,264	1,299	2.8	383	401	4.7	18	16	-11.1
1st grade top managers	609	625	2.6	376	384	2.1	227	235	3.5	6	6	0.0
2nd grade top managers	1,056	1,091	3.3	888	915	3.0	156	166	6.4	12	10	-16.7
Middle managers	10,483	11,109	6.0	5,844	6,033	3.2	3,654	4,066	11.3	985	1,010	2.5
1st grade middle managers	2,694	2,814	4.5	1,890	1,973	4.4	741	778	5.0	63	63	0.0
2nd grade middle managers	5,396	5,627	4.3	2,707	2,760	2.0	2,283	2,461	7.8	406	406	0.0
3rd grade middle managers	2,393	2,668	11.5	1,247	1,300	4.3	630	827	31.3	516	541	4.8

Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Table 3.1.1, page 14

Chart 8.1: Managers' average age by general government subsectors (Dec. 2019)



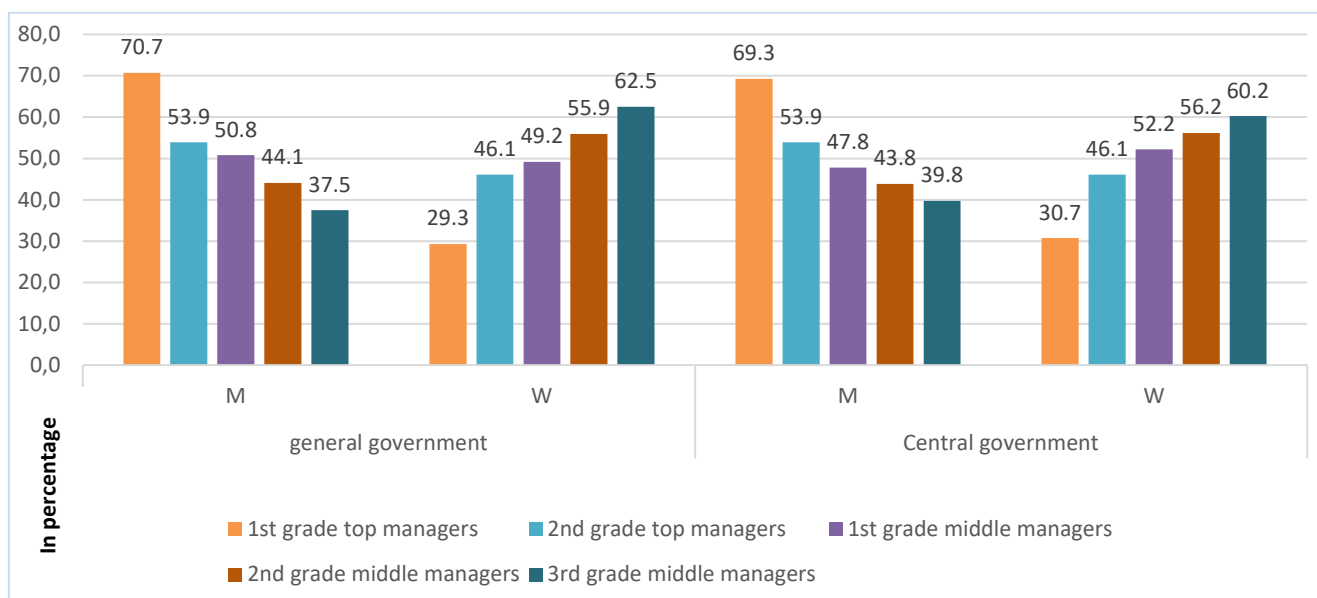
Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 3.1.2 page 14

Considering management positions at general government level, women accounted for 53.7% of all management posts at the end of 2019.

However, women are far less represented in top management positions where they fill 29.3% of 1st grade top management posts and 46.1% of 2nd grade top management posts. Regarding middle management positions women's share reaches 49.2% as from 1st grade posts.

The same trend is verified at central government level.

Chart 8.2: Share of general and central government management positions filled by women (Dec.2019)

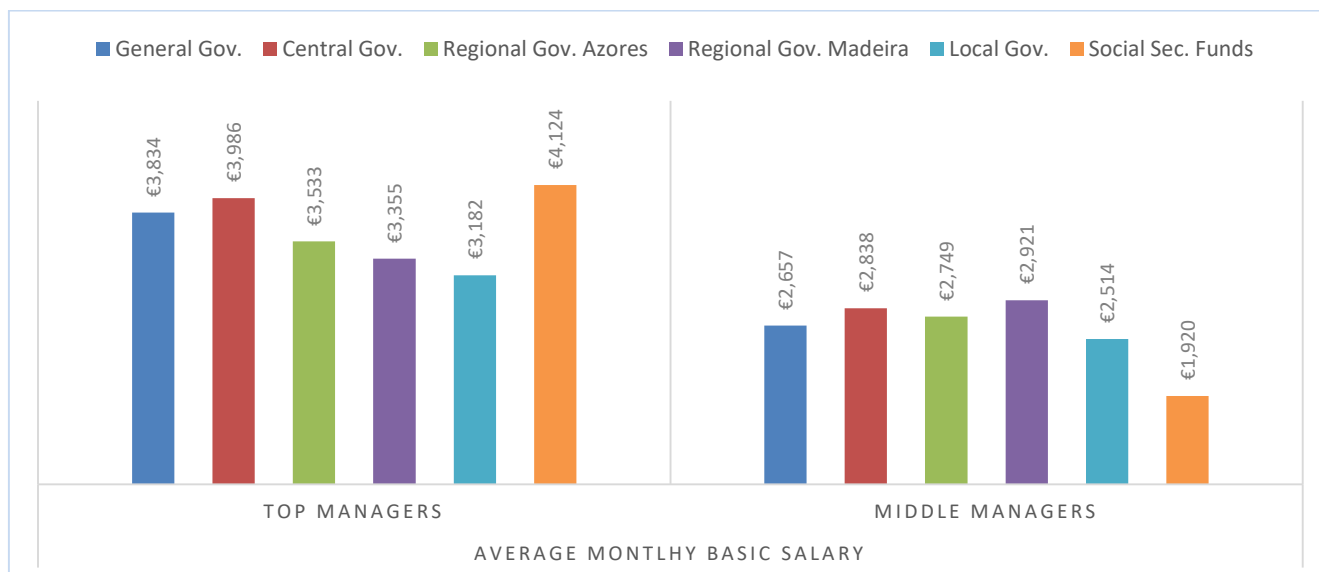


Source: DGAEP/DIOEP: BOEP No. 20, June 2020 (Excel Tables)

In October 2019 the average monthly basic salary of top management posts in general government stood at €3,834.1. Concerning the average monthly gain it stood at €4,774.2.

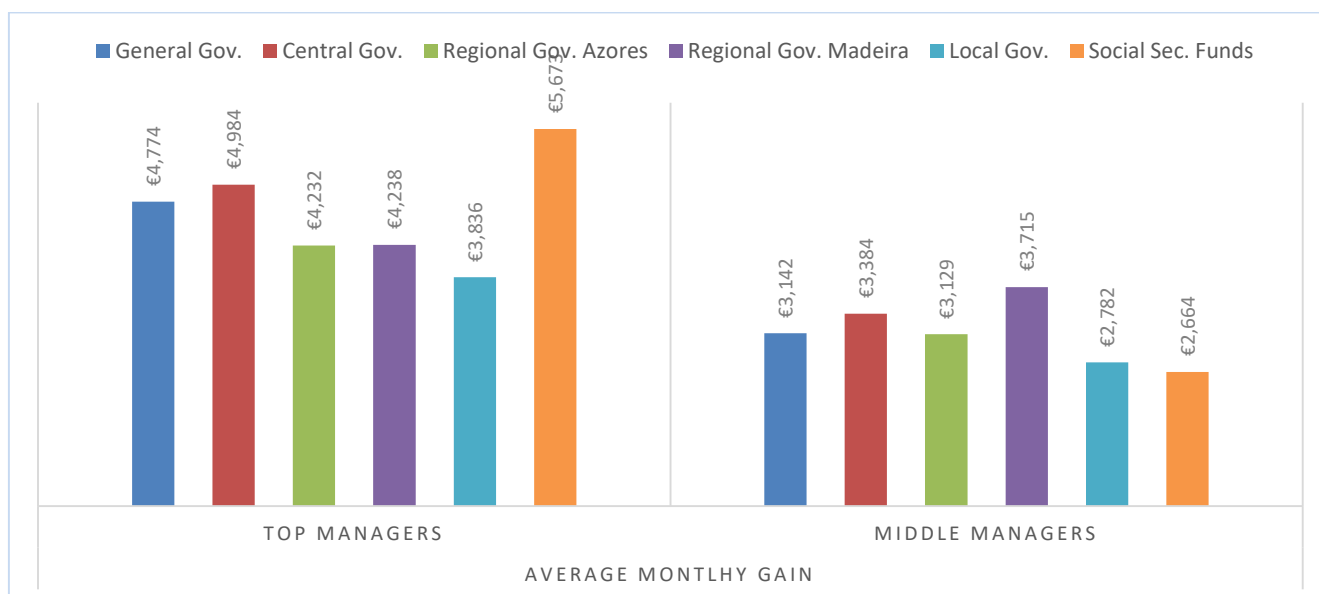
On the same date the average monthly basic salary of middle management posts, also in general government, stood at €2,657. Regarding the average monthly gain for same posts it stood at € 3,142.

Chart 8.3: Average monthly basic salary of management positions by General Government subsectors



Source: DGAEP/DIOEP: SIEP 4th Quarter 2019, Table 4.4, to 4.8, pages 19 to 21

Chart 8.4: Average monthly gain of management positions by General Government subsectors

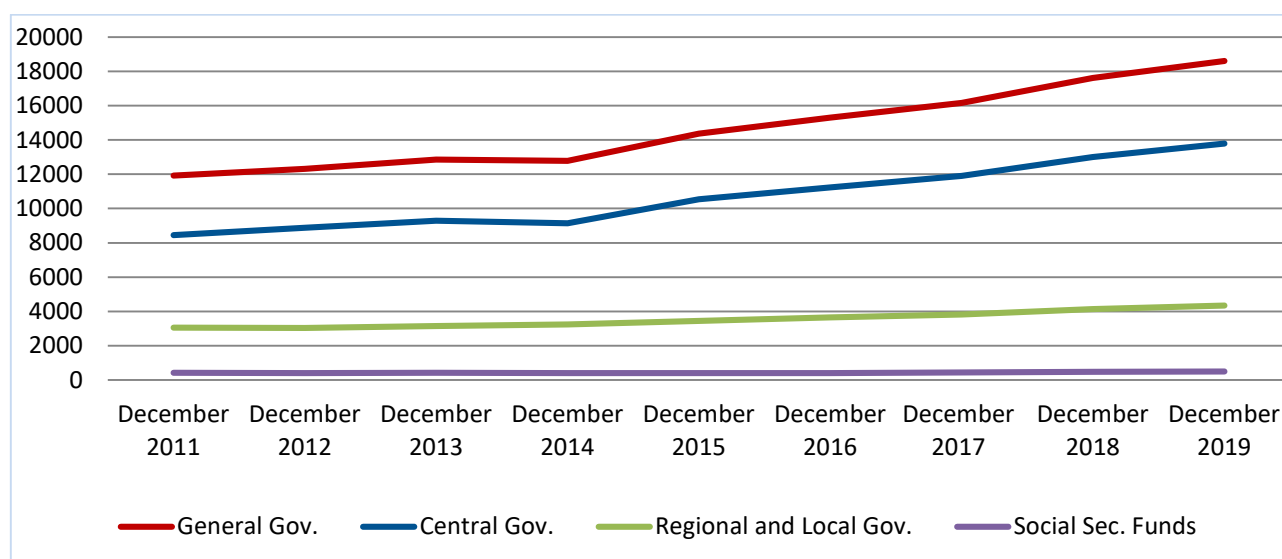


Source: DGAEP/DIOEP: SIEP 4th Quarter 2019, Table 4.4, to 4.8, pages 19 to 21

9. Employees with disabilities

In general government, between December 2011 and December 2019, there is steady growth of jobs occupied by disabled employees, with a positive variation of 56.2%. A major contributor to this result was the increase for women, who at the end of 2019 represented 66.9% of all employees with disabilities.

Chart 9.1: Employment of disabled employees by subsector since 2011 to 2019



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 5.1, page 24

At the end of 2019, the government area of Education shows the highest concentration of jobs occupied by employees with deficiency (4,705) which corresponds to 25.3% of total general government posts occupied with such employees. In local government, as opposed to the other sub-sectors, 54.3% of disabled employees are male (Chart 9.2).

Table 9.1: Employees with disabilities by subsector, gender, and Government area

Unit: work post	December 2011			December 2018			December 2019			Year-on-year change		Variation as from December 2011	
	M	W	T	M	W	T	M	W	T	No.	%	No.	%
General Gov.	4,892	7,026	11,918	5,913	11,697	17,610	6,166	12,451	18,617	1,007	5.7	6,699	56.2
Central Gov.	3,069	5,385	8,454	3,674	9,324	12,998	3,814	9,968	13,782	784	6.0	5,328	63.0
Regional Gov. Azores	120	231	351	122	226	348	123	218	341	-7	-2.0	-10	-2.8
Regional Gov. Madeira	63	133	196	56	131	187	59	133	192	5	2.7	-4	-2.0
Local Gov.	1,526	976	2,502	1,956	1,646	3,602	2,066	1,736	3,802	200	5.6	1,300	52.0
Social Sec. Funds	114	301	415	105	370	475	104	396	500	25	5.3	85	20.5

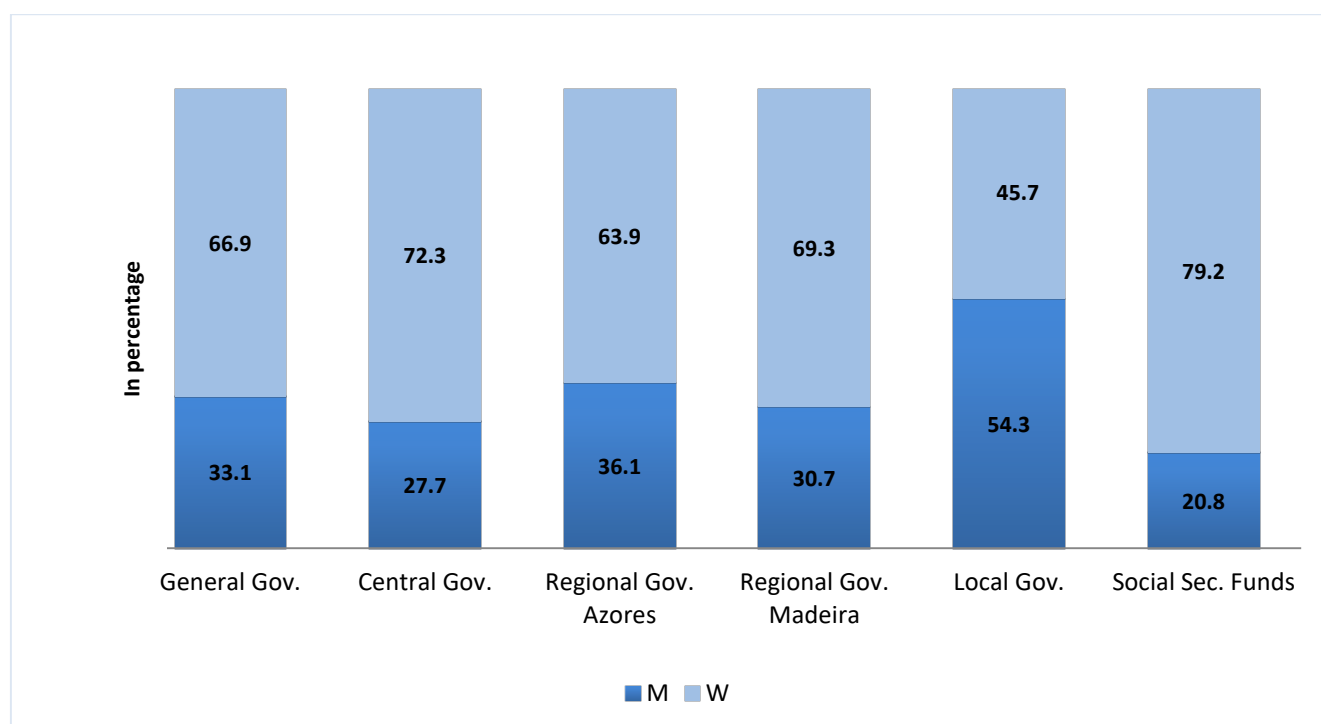
Government areas

M. Economy, Digital Trans.	25	32	57	20	63	83	23	59	82	-1	-1.2	25	43.9
M. For. Affairs	11	24	35	9	25	34	9	25	34	0	0.0	-1	-2.9
P.C. Ministers	9	19	28	17	29	46	15	38	53	7	15.2	25	89.3
M. Finances	68	146	214	188	414	602	191	433	624	22	3.7	410	191.6
M. Nat. Defence	312	97	409	138	143	281	111	127	238	-43	-15.3	-171	-41.8

M. Int. Affairs	208	75	283	345	125	470	391	129	520	50	10.6	237	83.7
M. Justice	124	228	352	129	290	419	121	296	417	-2	-0.5	65	18.5
M. State Mod., Public Adm.	12	18	30	8	24	32	9	27	36	4	12.5	6	20.0
M. Planning	2	3	5	5	0	5	4	1	5	0	0.0	0	0.0
M. Culture	47	58	105	46	94	140	47	100	147	7	5.0	42	40.0
M. Science, Tech., Higher Educ.	268	367	635	349	566	915	379	600	979	64	7.0	344	54.2
M. Education	696	1,820	2,516	869	3,553	4,422	900	3,805	4,705	283	6.4	2,189	87.0
M. Work, Solid, S. Sec.	64	115	179	56	165	221	57	182	239	18	8.1	60	33.5
M. Health	249	664	913	280	994	1,274	281	1,097	1,378	104	8.2	465	50.9
M. Environ., Clim. Action	31	53	84	33	80	113	31	81	112	-1	-0.9	28	33.3
M. Infrast., Housing	34	38	72	25	39	64	27	46	73	9	14.1	1	1.4
M. Territorial Cohesion	12	11	23	12	20	32	15	22	37	5	15.6	14	60.9
M. Agriculture	51	68	119	77	99	176	84	101	185	9	5.1	66	55.5
M. Sea	9	4	13	9	20	29	12	25	37	8	27.6	24	184.6

Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Table 5.1, page 24

Chart 9.2: Employment rate of disabled employees by gender and subsector (December 2019)



Source: DGAEP/DIOEP: BOEP n. 20, June 2020, Chart 5.2, page 24

Technical Notes

Chapter I – Public Administrations

Public Administrations: the public administration sector includes institutional units (entities) that correspond to non-market producers whose production is intended to 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 redistribution and the national wealth (*European System of National and Regional Accounts 2010 - SEC 2010, §2.111 and following*).

For the purpose of public employment statistics, the Public Administration sector encompasses the entities included in the following subsectors, in accordance with the new universe defined by the Portuguese National Statistics-National Accounts Department (INE/DCN in Portuguese):

Table 7.1 – Public Administrations and their subsectors

Table 7.1 Public Administrations and their subsectors			
CENTRAL ADMINISTRATION (except social security funds)		State	It includes organizations whose revenues and expenses are within the of scope the General State Account (corresponding to State integrated Services)
		Autonomous Funds and Services	It encompasses organizations with financial and administrative autonomy, financed for the most part with transfers from other public administration units and with taxes that are attributed to them
		Non-profit institutions (NPI)	It groups the NPI that are non-market producers and are controlled by central administration units
REGIONAL AND LOCAL ADMINISTRATION (except social security funds)	Regional Administrations of the Azores and Madeira	Regional Government bodies	It includes organizations whose revenues and expenses are within the scope of the Regional Government Account
		Autonomous Funds and Services	It encompasses organizations with financial and administrative autonomy, financed for the most part with transfers from other regional administration units with taxes that are eventually attributed to them.
	Local administration	Districts	District assemblies
		Municipalities	City Councils
		Parishes	Parish Councils
		Autonomous Services	It encompasses organizations with financial and administrative autonomy, financed for the most part with transfers from other Local Authority units and with taxes and local fees that are eventually attributed to them.
		Non-profit institutions (NPI)	It groups the NPI that fulfil essentially non-market activities and are controlled and financed for the most part by local administration
	SOCIAL SECURITY FUNDS		Social security funds of central administration
Social Security Funds of regional administrations of the Azores and Madeira			

Recruitment in general government

Recruitment restrictions

Recruitment restrictions were set by a Resolution of the Council of Ministers of 2006 within the framework of the Public Administration Reform Programme in place in 2005-2006. The Resolution introduced:

- A replacement rate for central government stating that the recruitment of employees without public employment legal relationship for an indefinite period of time should abide by the recruitment rule of one entrant employee for, at least, two employees' leavers for retirement, resignation, removal from post, dismissal or other form of un-attachment;
- That the staff needs should be filled, preferably, by way of staff recruitment, from those who hold already employment relationship to Public Administration and of staff in a special mobility situation.

The restriction of new admissions has been reinforced and extended to local government by the state budget law of 2010. Furthermore, as from June 2010, the state budget consolidation law established the recruitment freeze by prohibiting the holding of open competition procedures by central, local and regional administration services with a view to forming public employment legal relationships for an indefinite, definite and definable period of time, to applicants who do not possess a public employment legal relationship for an indefinite period of time previously formed.

State budget law for 2011 stated that any unfreezing (inclusive in health, education, security and taxes) assumes exception nature and presupposes previous authorisation of the member of the Government responsible for finance area.

Staff reductions

Due to the sovereign debt crisis the Portuguese Government was forced to request the European Union financial assistance under the European Financial Stabilisation Mechanism. Therefore in May 2011 a "Memorandum of Understanding on Specific Economic Policy Conditionality" has been negotiated and signed by Portuguese authorities, the European Commission, the European Central Bank and the International Monetary Fund. This memorandum defined measures and reforms that were implemented from June 2011 to mid-2014.

As regards public sector employment Portuguese authorities had to limit staff admissions to achieve annual decreases in 2012-2014 of 1% per year for central administration and 2% in local and regional administrations. The aim was to ensure that the aggregate public sector wage bill as a share of GDP decreased in that period.

Furthermore, in order to increase the efficiency and cost-effectiveness of the public administration, management positions and administrative units in central administration have been reduced until the end of 2011. The Government promoted the needed initiatives to attain similar results at local and regional level until the end of 2012.

PAY IN PUBLIC ADMINISTRATIONS

Within the scope of current expenses' control measures the pay policy in general government has suffered some adjustments.

Salary freezes

The compensation freeze resulted from the lack of publication for 2010 of an Order increasing the salaries, allowances and bonuses amounts.

Salary Cuts

Budget consolidation law for 2010 established a reduction, on an exceptional basis, of 5% in the gross monthly salary of holders of political posts and managers of state-owned enterprises and public institutes, as of 1 July 2010. In September same reduction was fixed for the members of civil and military houses of the President of Republic, offices of members of the Government, offices of Regional Governments, offices for personal support of mayors and councillors of municipalities and civil governments.

State Budget Law for 2011 has laid down a reduction of monthly gross total compensations to public employees, as from 1st January 2011, as follows:

- a) 3.5% over the total amount of compensations higher than €1,500 and lower than €2,000;
- b) 3.5% over the value of €2,000 accrued to 16% over the value of the total compensation that exceeds €2,000, making up a global rate that ranges between 3.5% and 10%, in the case of compensations equal or higher than €2,000 up to €4,165;
- c) 10% over the total value of compensations higher than to €4,165.

Gross monthly total compensation is considered that which results from the aggregate value of all cash benefits, namely:

- Basic salary;
- Allowances;
- Pay supplements, including emoluments, bonuses, grants, attendance fees, allowances, representation expenses and supplementary, extraordinary and in rest days or official holidays work;

Holiday and Christmas allowances are considered autonomous monthlies, subject to equal reduction.

Data disclosed (in this page) regarding the monthly average basic salary and the monthly average gain for general government subsectors since October 2011, have shown variations as a result of the application of different policy measures of pay reductions along with the impact of administrative reorganization measures on all public administration subsectors and on the variation of the public employees numbers.

i) From October 2011 to October 2013, the monthly gross compensations above €1,500 have undergone a reduction between 3.5% and 10%, depending on the total value of the public employee's monthly compensation;

ii) In January and April 2014, the respective compensations include: a reduction between 2.5% and 12% for compensations above €675;

iii) In July 2014, the compensation value corresponds to the monthly gross compensation without any reductions according to a Constitutional Court Judgment (declaring unconstitutional some 2014 Budget Law rules);

iv) In October 2014 salary reductions referred to between 2011 and 2013 were again applied. On the other hand, public employees covered by the Minimum Guaranteed Monthly Salary (RMMG) had an update by €20 in the basic salary, that changes from €485 to €505, amount that has been in force between 1 October 2014 and 31 December 2015.

v) Throughout the year 2015, the value of compensations above €1,500 includes the reversal of the pay reduction by 20%.

vi) In 2016, the pay reduction has been progressively eliminated, with quarterly reversals. In the **1st quarter** a reversal of 40% in compensations paid as from 1 January until 31 March was applied, in the **2nd quarter** a reversal of 60% in compensations paid as from 1 April until 30 June, in the **3rd quarter** of the year, as from 1 July, a reversal of 80% and in the **4th quarter** of the year, as from 1 October, there was the full elimination of the pay reduction.

On the other hand, the amount of the Minimum Guaranteed Monthly Salary (RGMS) was updated changing from €505 to €530, as from the first day of 2016.

vii) The Minimum Guaranteed Monthly Salary (RMMG) was further updated as from January, **2017** to the amount of €557 regarding Central government level.

The meal allowance amount has been updated to €4.52 from January 1 to July 31, 2017 and to €4.77 as from the 1st of August of same year.

viii) As of January 1, 2018, the Minimum Guaranteed Monthly Salary (RGMS) has been updated to €580 considering Central government level.

The gradual process of unfreezing all careers in public administration was also initiated on January 1, 2018, which restored the mandatory changes in pay position, progression and changes of level or step. The payment of the salary increases resulting from the acquired rights was subject to the following phasing in 2018: 25% from January to August and 50% from September to December

ix) In 2019, the payment of remuneration increases, resulting from situations occurring in 2018 and 2019, was processed according to the following phasing: 50% of accruals from January to April 2019, 75% of accruals from May 1 to November 30, 2019 and 100% from December 1, 2019

The Minimum Guaranteed Monthly Salary (RGMS) was updated to €600 considering Central government level. However, in February 2019 this amount was further updated for all General government levels to the amount of €635.07 (corresponding to the monetary amount of the 4th pay level of the Single Pay Scale), with effect as from January 1, 2019.

CONCEPTS

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

Youth rate of public administrations' public employees, by application of the youth rate of the population in working age – Relationship between the younger half and the elderly half of public administrations' public employees, defined as the coefficient between the number of public employees under 39 years of age and the number of public employees aged over 40 years (usually expressed by 100 (102) public employees aged 40 or above).

Renewal rate of public administrations' public employees, by application of the renewal rate of the population in working age – Relationship between the public employees who potentially are entering and those who are leaving the public administrations, defined as the coefficient between the number of public employees aged between 20 and 29 years and the number of public employees aged between 55 and 64 years (usually expressed by 100 (102) public employees aged 55-64 years).

Technical skill level = Number of public employees with higher education level / Total public employees X 100.

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.

Monthly average gain: basic salary, bonuses, benefits or regular supplements and compensation for supplementary work.

Feminization rate = Number of public employees of female gender / Total public employees X 100.

Normal working period: number of weekly working hours in force in the public service for the respective professional category, set or authorized by law or set by collective labour regulation instrument or in the Employment Contract, period beyond which the work is paid as extra/supplementary. In the same entity there may be different normal working periods.

Administration ratio: Number of public employees in public administrations/ Total population X 100

Full-time public employee: public employee whose normal working period has duration equal or higher than the normal working period in force in the service for the respective career or in the respective profession.

ABBREVIATIONS AND CONVENTIONAL SIGNS

BOEP – Public Employment Statistical Bulletin

DCN – National Accounts Department of Statistics Portugal, PI

DEEP – Public Employment Statistics Department

DGAEP – Directorate General for Administration and Public Employment

INE, I.P. – Statistics Portugal, P.I.

M - Men

MW – Total (men and women)

NPI – Non-profit institutions

No. - Number

p – Provisional

Q - Quarterly

SIEP – Public Employment Statistical Synthesis

W – Women

% - In percent

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

See also: https://www.ine.pt/xportal/xmain?xpid=INE&xpgid=ine_qualidade