

**EMPLOYMENT AND TRAINING
2020 ANNUAL REPORT**

EXECUTIVE SUMMARY

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1. Macroeconomic Background – Portugal in the European Context

1. The emergence of COVID-19 in March 2020 led to an abrupt and unprecedented fall in Gross Domestic Product (GDP). Taking GDP for Q4 2019 as the base, there was an observed variation of -4.0% in Q1 2020 and -17.4% in Q2. The reduction in Portugal was greater than that in the EU-27 as a whole, and the recovery was also slower, with GDP for Q1 2021 attaining 90.8% of that for Q4 2019 (in comparison, the EU-27 attained 95.0%).
2. Within this context, a variety of extraordinary governmental measures were brought in to mitigate the effects of the crisis on the solvency of enterprises, employment, and workers' incomes. According to data from the Ministry of Labour, Solidarity and Social Security's IT Institute (MTSSS-II), between March 2020 and February 2021,¹ 113.1 thousand enterprises encompassing a universe of 1.4 million workers applied for the *Simplified Lay-off* measure, while 19.1 thousand enterprises encompassing 197.0 thousand workers applied for the *Extraordinary Support for the Progressive Resumption of Entrepreneurial Activity* measure.
3. Other forms of supplementary support were also introduced, particularly the *Moratorium on the Payment of Interest and Capital in Existing Loans*. It is estimated that in the first half of February 2021, 15% of enterprises were still benefiting from the *Simplified Lay-off* regime, 13% from the *Support for the Progressive Resumption/Simplified Support for Microenterprises* measure, and 24% from support in the form of *Moratoria*.
4. The crisis led to a 6.9% drop in domestic demand, thus representing a break in a six-year cycle of consecutive growth of more than 2% *per annum*. This reduction was primarily due to a 5.0% YoY decline in private consumption, while the other components of domestic spending presented a less volatile behaviour.
5. The conjugation of highly unfavourable variations in both domestic and external demand resulted in a 9.3% fall in GDP in 2020 that exceeded the equivalent variation for the EU-27 (-

¹ The information regarding the **MTSSS Covid-19 Indicators** was taken from the website of the Ministry's Office for Strategy and Planning (GEP) and were the only available data to us. Given the latter constraint, and although the reference periods for the data vary, we have sought to present approximate time periods in our analysis of the different measures.

7.4% YoY). After six consecutive years of relative improvements, the 2020 Portuguese *per capita* GDP fell back to 64.2% of the EU-27 average (-1.3 pp).

6. The reduction in economic activity reversed the downward trajectory of the public deficit that had characterised the last few years, with a new acceleration in both the deficit and the public debt, which respectively attained 7.3% and 135.1% of GDP in 2020.
7. The labour market also experienced a negative evolution, with YoY reductions of 83 thousand individuals in the active population and 97 thousand in employment. The unemployed population increased by 12 thousand. However, these values must necessarily be interpreted with a degree of prudence, given the circumstances which surrounded the functioning of the economy in 2020 and which, as Statistics Portugal (INE) has been emphasising,² have affected the calculation of the estimated employment and unemployment figures.
8. One of the most lasting effects of the 2008-2013 crisis was the major reduction in gross capital formation in Portugal. In 2020, this variable stood at just 78.8% of the value recorded in 2008, while in contrast the ratio for the EU-27 was already 106.0%. The difference between Portugal and the EU-27 worsened with regard to the (net) value of the capital stock per employed person, positioning Portugal at around 56.7% of the European average (at 2015 prices).
9. Also as a result of the decrease in capital per worker, we saw a deterioration in the productivity per worker (GDP/number of workers). In 2020, this indicator was at 76.1% of the European average, while productivity per hour worked was 65.1% of the average. Capital productivity (GDP/net stock of capital) was more closely aligned with the EU-27 average, with values above 96% for the whole of the period under analysis, and 105.4% in 2020. Within this context, improving labour productivity stands out as a priority in the necessary process of relaunching economic activity.

² See footnote no. 8.

2. Brief Analysis of the Variations in the Labour Market

2.1. Job offers

10. According to data from Statistics Portugal's *Employment Survey*, 9,795.2 thousand persons resided in Mainland Portugal in 2020. This rise (+ 0.2%) was the first in the resident population since 2011, and was particularly visible in the 15-24-year-old and 65+ age brackets. There was a 0.4% rise in the female population, and unlike the previous years in the series, the number of resident men did not fall.
11. Looking at the Emigration Observatory's (OE) data for 2019 (latest available year), we find that the migratory balance was positive (+44.5 thousand individuals): the permanent departure from Portugal of 28.2 thousand persons was more than made up for by the permanent entry of 72.7 thousand immigrants (49.9 thousand from countries outside the EU28; 22.8 thousand from the rest of the Union).
12. In 2020, the inactive population aged 15 or over totalled around 3,567.1 thousand people (+3.4% YoY), half of whom were retirees, while students represented 21.4%, "other inactive persons" 18.5%, and "persons engaged in family duties" 9.2%. By age bracket, 33.8% were 35-54 years old, 27.8% were aged 55 or over, 23.1% were 15-24, and 15.3% were 25-34 years of age.
13. In 2020, the activity rate for the population aged 15 and over was 57.9% – a decrease of 1.2% YoY. Both the male (62.9%, -1.3%) and the female (53.6%, -1.1%) rates fell in relation to 2019.
14. The activity rate also fell in practically every age bracket, except the 45-54 (+0.8 pp) and 55-64 (unchanged in relation to the previous year) groups. The rate for the population with basic education was 42.4% (-1.8% YoY), while those for the population with secondary (71.9%) and higher (81.6%) education also decreased, mainly in the secondary group (-3.4%). Throughout the first decade of this century, Portugal presented average activity rates that were above those for the EU as a whole. However, in 2020 the rate for young persons between the ages of 15 and 24 fell significantly in both Portugal (30.2%) and the EU-27 (average 37.8%).
15. In Portugal, the proportion of young people who left school early – i.e. the population between the ages of 18 and 24 who have completed at most the 3rd basic cycle (ISCED 0-2) and are no longer at school or in any other type of education or training – fell from 23% in 2011 to 8.9% in 2020 (below the 10.1% EU average for the latter year).

16. In 2020, the percentage of young persons between the ages of 15 and 29 who were not in employment, education or other types of training (NEETs) was 11% – below the European average of 13.7% (+2.7p.p.).

2.2. Employment

17. According to Statistics Portugal's *Employment Survey*, 4,576 thousand persons were employed in Mainland Portugal in 2020 – a reduction of 94.4 thousand individuals compared to 2019. The mainland employed population fell YoY in every age bracket except the 45-54 and 55-64-year-olds. Although the Portuguese employment rate decreased in 2020, it remains above the EU average. We should, however, note that 2020 witnessed substantial falls in the youth employment rate in both Portugal and EU-27, to 23.4% in this country and 31.4% in the EU-27.
18. In 2020, the employment rate for individuals with basic education was 39.7%, having fallen 1,6% in relation to 2019. The rate for individuals with secondary education was 65.9% – a 3,9% pp YoY fallen. That for individuals with tertiary education was 76.8%, having fallen 2.3 pp.
19. The number of employees (TCOs) fell by 1.8% from 2019 to 2020, and there was also a large reduction in the number of self-employed workers (TCPs, -2.8%). In 2018 and 2019, the number of TCPs had begun to rise. In 2020, however, both categories fell once more, substantially in the case of the TCPs.
20. In Mainland Portugal in 2020, full-time workers represented 90.2% of the total employed population (-1.5% YoY). The part-time employed population fell by 6.2% compared to 2019 – i.e. quite a lot more than it had in the previous year.
21. Of the 446.3 thousand people who worked part-time, 32.6% (c. 145 thousand) were available to work more hours – i.e. were in an underemployment situation. 64.6% of these underemployed persons were women. The number of workers in this category decreased by 3.1%, (c. 4.6 thousand individuals) between 2019 and 2020.
22. In 2020, 82.4% of individuals who were employed on the mainland by someone else (TCOs) had open-ended contracts, with the absolute number rising by 63.4 thousand YoY. TCOs with

fixed-term contracts represented 14.7% of the total and their number decreased by 119.2 thousand in relation to the previous year. TCOs with other types of contract³ made up 2.9% of the total in 2020, and their number also fell abruptly in absolute terms (- 110.0 thousand). Between 2011 and 2020, the percentage of TCOs decreased with regard to every type of contract except one – there was a c. 14% rise in TCOs with open-ended contracts over this decade, whereas the percentage of holders of fixed-term and other types of contract fell by 16.6% over the same ten-year period.

23. In 2020, 68.9% of persons who were employed in mainland Portugal worked in the *Services* area, and 25.1% in *Industry, construction, energy and water*. In 2019-2020, employment fell by: 3% in the *Services* area; 2.3% in *Industry, construction, energy and water*; and 3.2% in *Agriculture, farming of animals, hunting, forestry and fishing*.
24. In 2019-2020, employment in the *Manufacturing* sector contracted by 4.2% (-17.7 thousand workers) and in the *Construction* sector by 2.8% (-8 thousand). Compared to 2011, we can see that in 2020, *Manufacturing* employed an additional 31.2 thousand workers, whereas *Construction* employed 122.2 thousand fewer than it had.
25. Turning to the most representative *Services* sectors, those which grew most in Mainland Portugal in 2019-2020 were *Arts, entertainment and recreational activities* (+22.6 thousand people), *Information and communication* (+17.6 thousand), and *Professional, scientific, and technical activities* (+9.8 thousand). However, there was a substantial reduction in employment in *Wholesale and retail trade, repair of motor vehicles and motorcycles* (-35.6 thousand workers), *Accommodation and food service* (-27 thousand people), and *Administrative and support services activities* (-13.7 thousand) – a sector in which there had been an increase of 13.8 thousand persons in 2019.
26. According to data from the Directorate-General for Administration and Public Employment's (DGAEP), in Mainland Portugal in December 2020 there were 665.4 thousand occupied posts⁴ in the various Public Administrations (+18,8 thousand in relation to 2019), 61,2 % of them by women (+15.5 thousand YoY). The number of occupied posts in the Public Administrations fell steeply in 2011-14, but has consistently experienced moderate growth since then. Still in 2020, there were about 9,700 fewer jobs occupied than at the start of the series.

³ Include seasonal and casual contracts.

⁴ DGAEP publishes data on occupied posts. Some posts can be occupied by more than one person, while conversely the same person can occupy more than one post, particularly in the education and human health sectors.

27. There were a total of 41.2 thousand occupied posts in state-owned enterprises and other public-sector entities (excluding Public Administrations) in 2020 (-731 YoY).

2.3. Unemployment

28. Over the course of the first decade of this century, Portugal presented an employment rate that was above the average for the EU countries as a whole. Despite a YoY fall, in 2020 the Portuguese rate remained above that average (67.6% for the EU-27).

29. Considering the data from Statistics Portugal's *Employment Survey*, 332.9 thousand persons were unemployed in mainland Portugal in 2020 – a YoY rise of 12.3 thousand (+4%). Women represented 51.4% of the total – a 2.4% reduction compared to 2019 – while the proportion of male workers rose by 11.8% YoY.

30. In 2020, it was the younger age brackets that recorded the highest unemployment rates: 22.3% for the 15–24-year-old bracket, and 9.1% for the 25-34 age group. In 2019-2020, the unemployment rate rose in every age bracket except the 45-54 (-0.6%) and 55-64-year-old (-0.4%) ones. It should be noted that in 2020, the youth unemployment rate increased substantially in both Portugal (22.6%) and the EU-27 as a whole (16.8%).

31. The unemployment rate for the active population with up to basic education was 6.3% – lower than the rate among the active population with secondary education (8.3%), and above that for the active population with higher education (5.8%). Compared to 2019, the rate fell in the active population with up to basic education (-0.3%), but rose slightly among the active population with secondary (+1.1%) and higher (+0.5%) education.

32. The unemployed population looking for a new job on the mainland constituted 89.9% of all unemployed persons in 2020, while the unemployed looking for a first job totalled 33.6 thousand. In relation to 2019, unemployment fell in the 'looking for a first job' category, but rose in the 'looking for a new job' category. Women formed the majority in both categories.

33. The majority of unemployed persons who were looking for a new job came from the *Services* sector (67% of the total). Those coming from *Industry, construction, energy and water* represented 22.6%, and those from *Agriculture, farming of animals, hunting and forestry* 1.8%.

34. Looking at the main sectors on the mainland in 2020, 17.4% of unemployed persons looking for a new job came from *Wholesale and retail trade, repair of motor vehicles and motorcycles*, 16.7% from *Manufacturing*, 16.4% from *Accommodation and food service*, 5.9% from *Construction*, and 5.4% from *Human health and social care activities*. In YoY terms, the number of unemployed persons rose in both *Industry, construction, energy and water and Services*, but fell in *Agriculture, farming of animals, hunting and forestry*.
35. Of the total of 332.9 thousand unemployed persons on the mainland in 2020, around 129.7 thousand (39%) had been unemployed for 12+ months – i.e. were long-term unemployed (LTUs). It should be noted that the number of LTUs fell by about 28.2 thousand in relation to the previous year, whereas the number of people who had been unemployed for up to 12 months grew quite a lot (+40.9 thousand individuals). Women represented 50.8% of LTUs – a YoY reduction of around 3 pp.
36. Of the approximately 130 thousand individuals who had been employed for over a year in mainland Portugal in 2020, 60.1% of the total had been unemployed for more than 2 years (i.e. were very long-term unemployed – VLTUs). This subcategory decreased by 25.9% compared to 2019, but nonetheless constituted 23.4% of all unemployed persons in 2020.
37. According to statistical data provided by MTSSS-II, about 230.1 thousand beneficiaries were receiving unemployment benefits in Portugal in 2020. Of these, 729 individuals were receiving an allowance for termination of an activity – i.e. they were independent workers. Compared to the previous year, the number of people receiving benefits rose substantially (+43.5%), for a rise of around 70 thousand beneficiaries in absolute terms.
38. Over the course of 2020, unemployment benefits were awarded to about 250 thousand beneficiaries, of whom around 215 thousand received the unemployment benefit itself, while 33.3 thousand received the social unemployment benefit. Benefits for termination of an activity or of an entrepreneurial activity were awarded in relation to 1,010 and 147 beneficiaries respectively. The benefit for termination of the professional activity of Members of Corporate Governing Bodies (MOEs) was awarded to 529 persons.

2.4. Labour flows between employment, unemployment and inactivity

39. In 2020, the employed population fell by a net 48.1 thousand, primarily due to the number of individuals who ceased to be employed and became inactive – the other side of the coin, with the inactive population growing by about 27.2 thousand. The total number of unemployed increased, due above all to inactive persons transitioning to unemployed status.
40. According to information from the Directorate-General of the Administration and Public Employment (DGAEP), around 111.5 thousand workers joined the various Public Administrations in Mainland Portugal in 2020. 56.7 thousand of them – i.e. more than half – were new hirings, while the rest were from mobility-related or other situations. On the other hand, 92.7 thousand workers left the Public Administrations, 54.2 thousand (c. 58.5%) of them definitively, including 12.1 thousand due to retirement. There was thus an overall increase of around 18.8 thousand workers in the Public Administrations by the end of the year, 9.8 thousand of whom were the net number of workers in mobility and other situations, while the remaining 9 thousand represented the net balance of new hirings and definitive departures.
41. Over the course of 2020, 857 employers experienced a lay-off situation – a reversal of the downward trend that had begun in 2014. There was a very substantial increase in the number of persons receiving lay-off benefits, with a positive variation of 421.8%, and a total of about 20.3 thousand workers.
42. Analysis of the statistics provided by the Directorate-General for Employment and Labour Relations (DGERT) shows that the latter was notified of 698 collective dismissals in 2020, encompassing a total of around 8 thousand workers. This represented a YoY increase of 102.3% (+353) in the number of collective dismissals so notified. The number of workers who were the object of collective dismissals rose substantially (+107.8%) in relation to 2019, with an additional 3.9 thousand workers dismissed in this way.

3. Support measures in the context of a pandemic (Covid-19)

43. Analysis of the statistics provided by MTSSS-II reveals that 460.6 thousand requests for leave of absence from work due to the need to self-isolate as a result of the COVID-19 pandemic situation were made between March 2020 and 10 February 2021, and that around 296 thousand were approved during the same period. It is worth noting that the majority of

those requests (59% of the total) were made by female workers, and that a very significant proportion were made in the Northern region of the country (35.2%).

44. During the same period, a total of 497.6 thousand requests for sick leave due to SARS-CoV-2 were made, of which 250.1 thousand were approved. The majority of the latter concerned women (55.1%), and the Northern region was again prevalent in this respect (38.4% of the total).
45. 113.1 thousand enterprises applied for the Simplified Lay-off measure between March 2020 and 31 January 2021, covering around 1,385 thousand workers. In terms of the absolute number of applications, it was primarily smaller enterprises (81.9%) that resorted to this extraordinary measure, whereas larger enterprises represented only 0.5% of the total. However, the largest single proportion of workers covered (29.7%) were employed by the latter. They mainly came from the following sectors: *Manufacturing* (22.6%), *Accommodation, and food service* (18%), *Wholesale and retail trade, repair of motor vehicles and motorcycles* (17.3%), and *Administrative and support services activities* (11.4%). The data shows that although the largest number of enterprises that resorted to it were from the Northern region (33.6%), the largest number of workers encompassed by the Simplified Lay-off measure were from Lisbon and the Tagus Valley (41.3%).
46. Over the course of 2020, the Exceptional Family Support measure for workers covered 179.4 thousand employees (TCOs), 18.9 thousand independent workers, and 2.4 thousand domestic workers. It is important to point out that women represented the majority of the beneficiaries in the case of both the TCOs and the independent workers, as well as almost all (99.5%) of the domestic workers.
47. Around 214.6 thousand independent workers and 40.6 thousand MOEs applied for Extraordinary Support for the Reduction of an Economic Activity. The fact is that the great majority (90.6%) of all the requests made by independent workers were due to a total stoppage of their occupational activities, while the majority (c. 60%) of those made by MOEs were derived from a reduction in economic activity. The majority of the independent workers who benefited from this support were female (54.2%), whereas the MOE beneficiaries were mostly male (64.8%). Looking at the data from a regional perspective, we can see that the largest number of applications came from Lisbon and the Tagus Valley.

48. The original duration of the benefits was extended for about 33.2 thousand recipients of the unemployment benefit and 22.1 thousand of the social unemployment benefit. Here too, the majority of the beneficiaries (over 60% of the total in both categories) were women.
49. Between March 2020 and 31 January 2021, about 353.3 thousand people received the Stabilisation Supplement for workers covered by the Simplified Lay-off. It should be noted that the numbers of men and women beneficiaries were roughly the same.
50. Analysis of the data supplied by MTSSS-II shows that 19.1 thousand enterprises applied for Extraordinary Support for the Progressive Resumption of Entrepreneurial Activity, covering around 197 thousand workers. It was mostly (81.5%) smaller enterprises that applied for this measure, but although the number of larger enterprises that did so was very small (0.2%), the number of workers they covered was nonetheless quite substantial (15.3%). By sector, the largest number of workers were employed in *Accommodation, catering and similar* (41.8%). By geographic location of the employer, the Lisbon and Tagus Valley region was home to both the most enterprises (39.6%) and the most workers covered (44.1%).
51. According to information from the Institute for Employment and Vocational Training (IEFP), by the beginning of January 2021⁵ about 55.4 thousand employers had applied for the *Extraordinary Incentive for the Normalisation of Entrepreneurial Activity* measure, covering 458.1 thousand jobs (the number of jobs was used to determine the amount of the incentive in each case). Geographically speaking, the largest number of both approved applications (47%) and jobs (47%) were in the Northern region. By sector, most of the applications were from employers in the *Wholesale and retail trade, repair of motor vehicles and motorcycles* (26.6%), *Accommodation and food service* (23.9%), and *Manufacturing* (13%). However, in terms of the number of jobs, 32.7% were in the *Manufacturing* sector, while *Wholesale and retail trade, repair of motor vehicles and motorcycles* and *Accommodation and food service* represented 22.6% and 17% respectively.

3. Business Structure and Workers in Enterprises

52. 275.8 thousand enterprises responded to the *Personnel Survey* in 2019 – around 6.5 thousand fewer than in 2018. This number had been increasingly regularly since 2014, after

⁵ The information on the *Extraordinary Incentive for the Normalisation of Entrepreneurial Activity* was taken from the Office for Strategy and Planning (GEP-MTSSS) website, and refers to the situation on 7 February 2021.

consecutive falls between 2009 and 2013. The largest decreases in 2009-2018 were in 2010 (-54 thousand) and 2012 (-13 thousand).

53. In 2019, there were about 25.4 thousand enterprises (2% of the total) in the high and medium-high technology fields – a rise of 7.7% in relation to 2018. In absolute terms, the number of enterprises in these sectors fell between 2009 and 2012, and then rose after that; but they never decreased in percentage terms. There were around 6 thousand more enterprises in this category in 2019 than there had been at the beginning of the series.
54. According to information from the Ministry's Office for Strategy and Planning (GEP-MTSSS), there were around 195.8 thousand occupational accidents in Portugal in 2018, including 103 fatal ones, for a reduction of 37 deaths and 13.6 thousand accidents in relation to the previous year. On the other hand, looking at the overall variation in the number of work-related accidents over the last decade, we find that the total number reported fell by 120% (-21.6 thousand accidents), and that the number of fatal accidents also decreased (-52.5%, -114 deaths).
55. With regard to sickness-related absences from work, according to information provided by the Ministry of Labour, Solidarity and Social Security's Social Security Institute (ISS-MTSSS), by the end of 2019 859.4 thousand⁶ periods of sick leave had been terminated in Mainland Portugal (+3.9% YoY). The great majority of cases that were terminated lasted for less than 12 days.

4. Pay and Earnings

56. According to data from the *Personnel Survey*, the average monthly earnings of full-time employees (TCOs) in Mainland Portugal in October 2019 were 1,209.4 € (+3.7% compared to October 2018), which is the largest annual increase recorded since 2010. Median monthly earnings were 892.1 € (+4.4% YoY).
57. Average male monthly earnings were 1,312,43 €, while the female equivalent totalled 1,086.97 €. Both increased in relation to 2018, but the fact that female earnings rose more than male earnings means the difference between average pay per gender decreased slightly. Average female monthly earnings in 2019 represented around 82,8% of the male value.

⁶ In order to comply with the rules governing statistical confidentiality, this total does not include the very low figures for the termination of periods of sick leave taken by women aged 20-24 or men under the age of 20.

58. The monthly base pay of full-time TCOs who worked full-time was 1005,9 € (c. 83,1% of average monthly earnings) and rose by 3.6% in relation to 2018.
59. As in previous years, in October 2019 the average monthly earnings of full-time TCOs was highest in the Lisbon region (1,477.39 €), followed by the Northern and Central regions (1,100.44 € and 1,070.66 € respectively). The figure for the Alentejo region was 1,067.8 €, while the Algarve continued to be the region where average monthly earnings were lowest (1029.1 €).
60. Analysis of the pay structure applicable to TCOs who worked full-time in 2019 (monthly base pay plus regular supplementary amounts) reveals that more than half of them (55,5%) were concentrated in the 600.00-999.99 € pay bracket. These were followed by the 1,000.00-2,499.9 € bracket, which encompassed 32.9% of such workers. The bracket equal to the National Minimum Wage (SMN) included 5% of all TCOs, while 5.5% were in the 2,500.00-4,999.99 € bracket. The National Minimum Wage (SMN) was increased to 600 euros/month in 2019. Around 0.2% of workers were in the lowest pay bracket
61. Compared to 2018, there was a slight decrease in numbers in the brackets up to 600 €, and a slight increase in the percentage of workers in the various brackets of 600.00 € and above, with the highest rise in the 1,000.00-2,499.9 € bracket (+1,5 p.p.).
62. Looking at the data for April 2019 from the *Survey of earnings and length of working hours*, 25.6% of full-time TCOs were covered by the Guaranteed Monthly Minimum Wage (RMMG), including 21% of all men and 31% of all women. The overall percentage rose by 3.5% in relation to 2018.
63. Using information from the *Personnel Survey*, analysis of the average monthly base pay by type of contract shows that TCOs who worked full-time in mainland Portugal in 2019 earned an average of 1,098.7 € for employees with open-ended contracts, 797.7 € for those with fixed-term contracts (i.e. c. 72.6% of the average base pay of their open-ended counterparts), and 845.1 € for those with temporary contracts.
64. According to Statistics Portugal data for the whole country in 2020, the Labour Cost Index rose by 8.3% YoY. There were increases in every sector of activity without exception, but particularly *Arts, entertainment and recreation activities* (+15%), *Administrative and support services activities* (+15%), *Human health and social work activities* (+12.8%), *Accommodation and food service* (+11.1%), and *Financial and insurance activities* (+11%).

65. According to DGAEP data, the average monthly earnings of full-time Public Administration workers in mainland Portugal in 2020 were 1,794 € – higher than those of staff at the Social Security Funds (1,482.3 €), and above all that of Local Administration workers (1,194.8 €). This represented average YoY increases of 1.2% in the Central Administration and 0.9% in the Local Administration.
66. In state-owned enterprises and other public-sector entities, the average monthly earnings in Mainland Portugal in 2020 were 2,363.7 € in the entities belonging to the Central Administration, and 1,219.4 € in Local Administration entities. Average monthly base pay was 1,604.9 € in the enterprises and other entities belonging to the Central Administration (67.9% of average earnings), and 966.8 € in the entities belonging to the Local Administration (79.3%).

5. Vocational Training and Active Employment Measures

67. According to data from the Integrated Educational and Training Offer Information and Management System (SIGO), 247.8 thousand individuals enrolled on education and training courses in 2020. 196.2 thousand of them attended courses aimed at young persons up to the age of 24, while the other 51.5 thousand courses were intended for adults. Comparing 2020 to 2019, the number of enrollees on dual-certification courses increased by 6.7% (following a 7.3% fall the year before). As in previous years, around 70.9% of the young persons in question attended vocational courses, while 6.3% attended youth education and training courses. The majority of the young trainees were male, with around 61% of the total, whereas 57.2% of the persons enrolled on adult education and training courses were female. As in 2019, the largest number of trainees were in the 25-44-year-old (27.1%) and 50+ (19.3%) age brackets.
68. In 2020, the training actions that were promoted or organised by IEFP and whose implementation is recorded in its IT systems encompassed 351.4 thousand people: 279.1 thousand (79.4%) on Continuous Training actions, 25.3 thousand (7.2%) on Initial Training actions, and 4.4 thousand (1.3%) on Trainer Training actions. As in previous years, in 2020 men formed the majority (67%) of the Initial trainees, while women represented 61.2% of the participants in the Continuous Training, and 63.6% in the Trainer Training.
69. In terms of the different Continuous Training measures, trainees with secondary education formed the majority of the participants in the *Modular Training* and the *Active Life* measures, as well as in the *Other Training Activities* offered by the partially managed centres. More

than half the trainees who took part in these actions were aged between 25 and 44 (51.3%), while those aged 50 or more represented nearly a quarter (24.4%) of the total. 36.8% had completed secondary education, and 23.8% had completed the 3rd basic education cycle, while 16.8% had not completed the latter.

70. In 2020, the training actions promoted or organised by the Institute for Employment and Vocational Training (IEFP) encompassed 102.7 thousand people. 38.1% of them were the object of *Occupational Insertion – Socially Necessary Work* measures, 30.7% received *Hiring Support*, 28.6% participated in *Occupational Insertion* measures, and around 1.5% received *Support for the Creation of Employment and Enterprises*. In 2020, women represented 61.9% of all the persons covered by the various *Employment Support* measures, while 28, 8% of all the recipients (male and female) were in the 25-34-year-old age group. In terms of academic qualifications, 30.8% had completed higher education, and 30.6% secondary education.
71. In 2020, 14.1% of the individuals who had completed *Employment Measures* programmes were employed at the entity where they had been placed, while 2.9% found jobs by their own means. Within the same context, we should note that 50.8% of those who had completed *Occupational Insertion* measures were then employed at the entity in question, while 8.4% of those who completed the *Social Insertion – Socially Necessary Work* found a job by their own means.
72. According to data from the *Annual Continuous Training Report*, in mainland Portugal in 2018, 42.3 thousand enterprises promoted or organised training actions for their workers, representing 16.3% of all the enterprises that responded to the *Single Report*. These training actions encompassed around 1,052.6 thousand workers (34.7% of all the staff of the aforementioned enterprises).
73. Both the number of enterprises that promoted or organised continuous training actions and the number of workers involved fell in relation to 2017. This was the first decrease in the percentage of enterprises that promoted or organised training since 2010, whereas the percentage of workers involved had already been lower in 2010, 2015, and 2016.
74. The numbers of men and women who attended continuous training actions within their enterprises in 2018 were very balanced in age distribution terms. In terms of the percentage of workers in a given age bracket who attended such actions, the highest value was for those aged 35-44 (39.2%), followed by those aged 18-34 (38.3%), and then the 45-64-year-old bracket (34%). The percentage of workers covered by training actions promoted or organised

by their enterprises was generally higher, the higher their level of qualifications, ranging from 25.2% (TCOs with less than the 3rd basic education cycle) to 57.5% (TCOs with master's-level qualifications).