

Support for continued data collection and analysis concerning mobility patterns and career paths of researchers

Country profile – Remuneration Portugal

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1 RESEARCHER REMUNERATION IN ACADEMIA

1.0 Introduction

This is one of a series of more than 40 country profiles summarising data on the remuneration of researchers and work-related benefits in the academic sector. Data were collected for the European Commission in 2012 by an extensive network of national experts as part of the MORE 2 study. The profiles provide also complementary data from official sources.¹

A report containing a comparative analysis of the data and more qualitative information related to the remuneration of researchers will also be published as part of the MORE2 study.

The profiles are structured as follows:

1. Main indicators
2. Salaries, stipends and benefits by job position and employment contract
3. Tax system
4. Labour legislation in the Higher Education Sector
5. Social security system
6. Quality of life
7. Where available: Gross annual earnings and hourly earnings of non-academic researchers
8. Where available: Salary data of university researchers by country – A literature survey

In the first section, the main indicators on remuneration (salaries, stipends, and the degree of autonomy of universities to decide on remuneration-related aspects) are compared with the EU-average and the US. In the second section, the profiles summarise minimum, average and maximum annual gross salaries (both in national currency and in purchasing power parities) for all available job positions and employment statuses.

The following sections present an assessment of the value of the gross annual salaries. As it is very difficult to collect data on net salaries that are meaningfully comparable across countries due to very specific regulations, the country profiles include information on the dues that are typically deducted from gross salaries in order to provide an indication of the level of net salaries. Furthermore, data are also presented on the public benefits researchers receive for these deductions. It is important to note that the data provide an indication of the remuneration package and do not offer an exact, comparable measure for researcher salaries across countries.

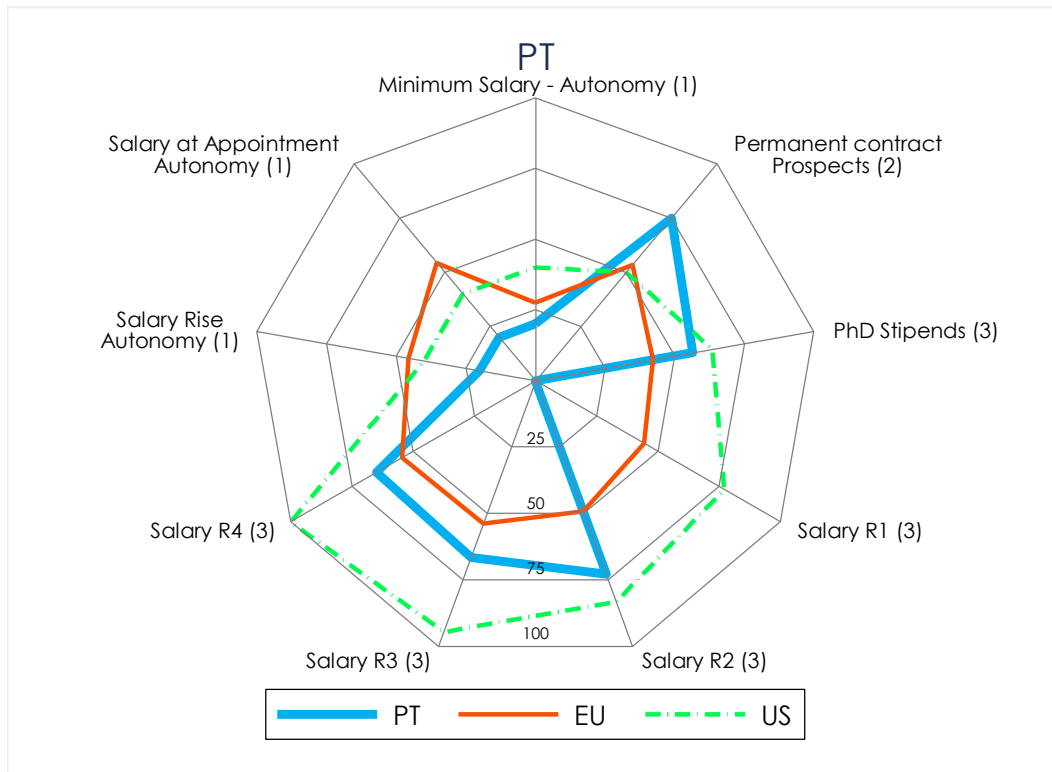
Finally, where available the profiles also contain information on the gross annual and hourly earnings of non-academic researchers based on Eurostat's Structure of Earnings Survey, and a summary table on salary data collected in other studies.

Further information on data collection and results of the study is available in:

IDEA Consult et al, 2013. MORE2 - Support for continued data collection and analysis concerning mobility patterns and career paths of researchers, Remuneration Cross-Country Report (WP4). European Commission, DG Research and Innovation.

¹ Data have been collected in 2012. If there are more recent data available, they have not been included in the country profiles but the respective sources are listed in chapter 7 of the MORE2 WP4 report (IDEA et al. 2013).

1.1 Main indicators



Source: MORE II expert survey; Spokes are normalised minimum = 0, and maximum = 100% in case of „PhD-Stipends“ and „Salaries R1-R4“, maximum = R1 in case of „Permanent contract“, and maximum = 5 in case of „Salary rise“, „Salary at appointment“, and „Minimum salary“. Missing values are set to zero.

- 1) **Degree of autonomy:** „Salary rise“, „Salary at appointment“, and „Minimum salary“ based on question: „Please indicate the institutional level at which the following aspects of public university researchers are de-termined?“ Scale: (1) National, (2) Regional (state), (3) Sector/collective agreements, (4) University, (5) Individual negotiation, (0) missing value;
- 2) **Prospect of a “permanent contract”** shows the lowest career stage (R1-R4) at which university researchers can obtain permanent contracts.
- 3) **Salaries:** „PhD Stipends“, „Salaries R1-R4“ show gross annual salaries (in PPP €) paid in the country as a percentage of the best paying country at this career stage.

1.2 Salaries, stipends and benefits by job positions and employment contract

Rank	Name	Type of contract		Annual Gross Salary in national currency and (in PPP €)			Mandatory insurances		
		Employment status	Contract duration	Minimum	Average	Maximum	Health care	Unemployment	Pension
R1	PhD-Candidate ¹⁾	Stipendiary	Fixed 2-4 years	11,760 (11,835)	16,140 (16,242)	20,520 (20,650)	X		X
R2	Assistant Professor ²⁾	Civil Servant	Permanent	35,172 (35,395)	39,300 (39,549)	43,428 (43,704)	X	X	X
R3	Associate Professor ⁴⁾	Civil Servant	Permanent	39,300 (39,549)	42,630 (42,901)	45,960 (46,252)	X	X	X
R4	Full Professor ⁶⁾	Civil Servant	Permanent	50,382 (50,702)	54,357 (54,702)	58,332 (58,702)	X	X	X

Source: MORE II - Expert Survey; National currency: EUR; Annual Gross Salary: Source: 1) 2012; <http://www.fct.pt/apoios/bolsas/valores>; 2, 4, 6) 2011; http://www.snesup.pt/htmls/_dllds/CopiadeVencimentos2011_site.pdf; Notes: ad Stipends: Stipends are paid for both PhD candidates in Portugal and abroad. The stipends vary according to the location where the fellows are in order to adapt to living costs abroad. Non-EU citizens can only apply for a doctoral fellowship only if the are in possession of a permanent residency card or recognized as a long-term resident by the responsible Portuguese authority; PPP: Salaries and Stipends in national currency are converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; if the year of the salary or the stipend is not 2011, the amount was grossed up to 2011 using the unit labour costs index of the AMECO database.

1.3 Tax System

Taxes								
Income bracket in national currency from	0	4,899	7,411	18,376	42,260	61,245	66,046	153,301
Income bracket in national currency to	4,898	7,410	18,375	42,259	61,244	66,045	153,300	max
Marginal Tax rate	11.5	14.0	24.5	35.5	38.0	41.5	43.5	46.5
Levy of income tax	The employer automatically deducts the income tax from the gross salary							

Tax Wedge in % of labour costs			
Single, no children (average wage)	37.73	Married couple, two children (average wage)	26.90
Single, no children (167% of average wage)	43.80	Married couple, two children (167% of average wage)	30.80
Married couple, no children (133% of average wage)	33.30		

Tax rate: Source: OECD, 2011*; **Levy of income tax:** Source: MORE II - Expert Survey based on question "Please indicate how personal income tax is usually levied?"; **Tax Wedge in % of labour costs:** Source: OECD, 2010*; **Note:** Income tax plus employee and employer contributions less cash benefits in % of the labour costs for selected personal circumstances.
 * More recent data available, cf. IDEA et al. 2013, ch. 7.

1.4 Labour legislation in the Higher Education Sector

Institutional levels determining remuneration aspects			
Salary (at appointment)	National	Unemployment insurance	National
Salary rise	National	Health care insurance	National
Minimum salary	National	Retirement pension insurance	National
Working time	Individual negotiation; Sector/collective agreements; University		
Relevant factors for salary rise (incl. rank)	Other reasons(1)		

Source: MORE II - Expert Survey based on question "Please indicate the institutional level at which the following aspects of public university researchers are determined?".

Dismissal of University Researchers					
	9 months tenure	4 years tenure	20 years tenure		
Notice period (in months)	0.5	1.0	2.5	2009	OECD
Severance pay (in months)	3.0	4.0	20.0	2009	OECD
Duration of Compensation in case of Unemployment (in Months)	24	2010	OECD		
Average Net Replacement Rate in case of Unemployment (in % of previous income for a 40 year old)					
Two-earner married couple, no child	88		Two-earner married couple, two children	88	

Dismissal of University Researcher: Note: Conversion into months if original data are listed in weeks or days: weeks/7 days * 30 days; days * 30 days; **Duration of Compensation in case of Unemployment (in Months):** Note: For a 40-year old (where benefits are conditional on work history, the table assumes a long and uninterrupted employment record); **Average Net Replacement Rate:** Source: OECD, 2010*; Note: The percentage of a worker's pre-unemployment income that is paid out by the unemployment insurance when the worker becomes unemployed in two different categories of personal circumstances.
 * More recent data available, cf. IDEA et al. 2013, ch. 7.

1.5 Social Security System

Public social spending (% of GDP)	22.52	2007*	OECD	Public health spending (% of GDP)	6.64	2007*	OECD
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Insurances usually go beyond what is mandated by law

Additional health care insurance							
Additional health care insurance by university	Depends on employee status			Do researchers usually have additional private health care insurance?	Yes		
Covered by researchers' remuneration package (incl. mandatory insurance)	Ambulant treatment; Hospital treatment; Rehabilitation; Drugs/pharmaceuticals						
Additional retirement pension insurance							
Additional retirement pension insurance by university	Depends on employee status			Do researchers usually have additional private retirement pension insurance?	Yes		
Additional (private) retirement pension insurance is...	Important						

Additional health care/retirement pension insurances by university: Source: MORE II - Expert Survey based on question "Do universities provide the following social security insurances for university researchers, exceeding what is mandated by law?"; **Do researchers usually have additional private health care/retirement pension insurance?** Source: MORE II - Expert Survey based on questions "Do researchers usually purchase additional health care insurance/pension funds, beyond what is already provided in the remuneration package?"; **Covered by researchers' remuneration package (incl. mandatory insurance):** Source: MORE II - Expert Survey based on question "Please indicate the extent to which health care is compulsorily covered by researchers' remuneration packages in your country."; **Additional (private) retirement pension insurance is...:** Source: MORE II - Expert Survey based on question "How important is additional (private) retirement pension insurance for researchers in order to maintain their personal standard of living after retirement?".

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.6 Quality of Life

Income and Welfare				Governance			
GDP per capita (in PPP €)	18,236	2011	Worldbank	Voice and Accountability #	19 / 46	2011	Worldbank
GDP per capita (in €)	16,042	2011	Worldbank	Political Stability and Absence of Violence #	22 / 46	2011	Worldbank
Human Development Index #	33 / 46	2011*	HDI	Government Effectiveness #	28 / 46	2011	Worldbank
Life expectancy	79.50	2011*	UNDESA	Regulatory Quality #	33 / 46	2011	Worldbank
				Rule of Law #	25 / 46	2011	Worldbank
				Control of Corruption #	21 / 46	2011	Worldbank
Quality of public child care				Quality of Education			
Net childcare costs (% avg wage)	5.92	2004	OECD	Average Years of Schooling #	7 / 45	2010	OECD
Childcare fees (% avg wage)	27.76	2004	OECD	PISA reading score #	24 / 43	2009	OECD
Public spending on childcare and early education (% GDP)	0.36	2007*	OECD	PISA mathematic score #	28 / 43	2009	OECD
Public spending on family benefits (% GDP)	1.32	2007*	OECD	PISA science score #	28 / 43	2009	OECD
Public spending on pre school services (% GDP)	0.36	2007*	OECD	Public expenditures on education (% of GDP)	5.52	2009	OECD
Ratio of child to carer	11.00	2009	OECD	Private expenditures on education (% of GDP)	0.38	2009	OECD
Ratio of children to teaching staff	16.47	2009	OECD				

Ranking within countries with available data covered in this study; **GDP per capita (in PPP €):** Note: GDP per capita is converted into PPP US-Dollar (2011) and the resulting PPPs are converted into EURO using the currency exchange rate of Eurostat 1,3920\$ = 1EURO; **Life expectancy:** Note: Number of years a new born infant could expect to live if prevailing patterns of age-specific mortality rates at the time of birth stay the same throughout the infant's life; **Net childcare costs:** Note: for a dual earner family with full-time arrangements of 167% of the average wage in % of the average wage; **Childcare fees:** Note: Childcare fees per two-year old attending accredited early-years care and education services; Childcare fees in % of average wage; **Public spending on childcare and early education:** Note: Total spending in % of GDP; **Public spending on family benefits:** Note: Public expenditure on pre-school services in % of GDP; **Public spending on pre school services:** Note: Public expenditure on pre-school services, in % of GDP; **Ratio of children to carers:** Note: Shows the average child-to-carer/educator ratio for children not yet 4 years of age who attend licensed day care facilities; **Ratio of children to teaching staff:** Note: For children attending pre-school, certified teacher-to-child ratios are calculated by dividing the number of full-time equivalent children enrolled in pre-school programmes by the number of full-time equivalent teachers at that level.

* More recent data available, cf. IDEA et al. 2013, ch. 7.

1.7 Gross annual earnings and hourly earnings of non-academic researchers (2006, in PPP €)

Subsample	Number of Observations	Gross annual earnings in the reference year									Average gross hourly earnings in the reference month								Annual days of holiday leave
		Mean	p1	p5	p25	p50	p75	p95	p99	Mean	p1	p5	p25	p50	p75	p95	p99	p50	
Gender																			
male	7694	39,553	6,580	14,044	26,306	36,493	50,936	81,418	112,282	17.91	4.98	7.28	12.46	16.74	22.93	35.94	49.18	25	
female	19358	33,673	7,954	14,428	23,346	32,463	41,680	53,122	86,974	15.64	5.63	7.03	11	15.39	19.73	24.16	36.5	26	
Age																			
<20	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
20-29	4268	22,313	4,195	7,761	18,394	23,093	26,306	40,535	50,697	10.77	4.21	6.02	8.69	10.68	12.51	17.34	22.53	25	
30-39	8828	31,586	8,714	14,428	24,128	28,968	35,292	57,258	80,409	14.3	5.22	6.93	11.45	13.76	16.65	25.1	34.12	25	
40-49	7898	42,563	14,428	15,372	28,042	37,456	46,415	70,075	98,387	19.54	6.93	7.37	13.26	17.75	21.15	30.78	42.3	27	
50-59	5419	47,630	15,372	16,314	41,680	41,949	50,936	83,071	104,374	21.93	7.37	7.82	19.45	19.86	24.09	36.27	45.36	29	
60+	639	49,967	-	16,314	38,347	50,936	51,117	94,039	-	23.01	-	7.82	17.96	24.09	24.16	40.82	-	30	

Source: Eurostat - Structure of Earnings Survey 2006, own calculations. Table displays mean and percentiles (p1-p99). Note: Non-academic researchers are identified if both criteria are fulfilled: ISCED Codes 5A/B or 6 and ISCO 2 or 3.

1.8 Salary data of university researchers by country – A literature survey

Portugal			
Position	Salary (Range)	Currency	Reported salary Year Source Note
Junior Assistant	1557.98	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant (without agregação)	1557.98	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant (without agregação)	2259.07-2414.87	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Assistant Professor (without agregação)	3038.06	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant Professor (without agregação)	3271.76-3583.35	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Assistant Professor (without agregação)	3817.05	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) maximum
Assistant Professor (without agregação)	3427.56	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant Professor (without agregação)	3583.35-3926.11	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Assistant Professor (without agregação)	4050.75	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) maximum
Assistant Professor (with agregação)	3427.56	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant Professor (with agregação)	3583.35-3926.11	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Assistant Professor (with agregação)	4050.75	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) maximum
Assistant Professor (with agregação)	3817.05	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Assistant Professor (with agregação)	3972.85-4128.65	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Assistant Professor (with agregação)	4440.24	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) maximum
Professor	4440.24	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) minimum
Professor	4673.94-4829.74	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) average
Professor	5141.33	€	Monthly gross salary 2007 Academic Careers Observatory (ACO) maximum
Seniors at universities	67178	€	Annual salary 2007-08 Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL
Juniors at universities	34341	€	Annual salary 2007-08 Ates & Brechelmacher (2012 forthcoming) median; at adjusted CPL