



Portugal

How benefits work

	STATUTORY	GOOD PRACTICE	ABOVE & BEYOND
Working Hours	40 hours maximum	37-40 hours	Flexible hours 4-day week (rare)
Overtime Compensation	Max 2 hours daily 1st hour + 25%, 2nd + 37.5%, Weekend/holiday + 50%	+ 50% each day	
Paid Time Off	First year: 20 days Past first year: 22 days	Extra 3-8 days off Buy and sell scheme	Unlimited
Public Holidays	13 Days + extra based on region		

General Benefits

Pension	Government pension fund Employer contribution of 23.75%, which also covers family and unemployment	Private pension fund Contributing 2-3% of employee's salary	Private pension fund Contributing 4%+ of employee's salary
Healthcare	Public healthcare	Private healthcare Includes dependents	+ Vision, dental & childbirth (private pre and post natal care)
Flexible Working	Right to request flexible work if employee is victim of domestic violence or parent of children <3 years	1-2 days a week WFH. Flexibility on work hours, however often there is an expectation to work core hours.	Unlimited work from home
Education & Training	40 hours+ paid by employer Relevant to the field of work	Additional opportunities Including contribution to costs	+ In-house training, tuition reimbursement, book and conference stipend
Life Insurance		Allowance in lieu of arranging insurance	Private life insurance Sum insured equal to 1 or 2 annual salaries
Transportation		Monthly allowance for transport to and from work	Company car or bike
Wellness Program		Discounted gym membership	Paid gym membership or wellness allowance
Meals		Meal vouchers or lunch cards Meal allowances are tax free up to €6.00 daily if paid in cash and €9.60 if paid by lunch tickets	Free meals, subsidised canteens or food and snack stipend. Drinks on Friday
Profit Sharing			Stock options

Leave

Sick Leave	Social security benefit covers up to 1,095 days at varying %	Full pay during the first 3 days of sickness	+ Employer tops up sick benefit beyond 3 days
Maternity Leave & Adoption Leave	Social security benefit 120 days, full pay. If twins, extra 30 days.	Extended leave covered by employer	Take-what-you-need arrangement
Paternity Leave	28 days, full pay	+ 2-4 weeks, full pay	3 months full pay
Parental Leave	Up to three months each parent. Paid by Social Security - 25% of the reference remuneration.	Extended leave and company tops up leave pay	Leave as needed, fully paid
Childcare Leave	Maximum 2 years (3 years in the case of a third child or more)		
Bereavement Leave	2 days a year, full pay	Additional 3-5 days, full pay	Take-what-you-need arrangement