



# Portugal Tech Hub

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1st revised edition, 2022

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To access links and sources used throughout this book, download the eBook version for free at [www.portugaltechhub.pt](http://www.portugaltechhub.pt)

# About Portugal Tech Hub

**Portugal Tech Hub** is an association of portuguese public and private organisations sharing one goal: to turn Portugal into a top international Tech Hub, by:

- helping **tech professionals** from other countries and continents choose our country as their place to live and work;
- showing **global companies** why Portugal is the best place to create their Tech Teams/Centres, and providing all the information and help doing so.

This alliance features a wide diversity of organisations ranging from Government Agencies, Tax and Accountancy, Employer Branding and Recruitment, Municipalities, Science & Technology Parks, Real Estate and Co-Works, Employer of Record, Visa and Relocation and others. All of them are of interest for whomever might be considering relocating or opening up shop in Portugal. As a note, if you're an organisation sharing this project vision and wanting to be a part of it, please reach out.

Aside from the information and contacts featured in the site [portugaltechhub.pt](http://portugaltechhub.pt) and in this book, **Portugal Tech Hub** will be continuously organising webinars, events and other initiatives that fall under the mission of making Portugal known worldwide as a top International Tech Hub for tech talent and companies.

We invite you to take a deep dive in this book, and reach out if you think we can help you in any way.

## Founders



## Partners





📍 25 de Abril Bridge, Lisbon

# Portugal Tech Hub at a glance



Offices and  
coworks



Investment  
& Finance



Living



Legal



Employment



Taxes



Incentives



VISA

## Startup and tech haven

A support network to make everything smoother — **Startup Lisboa, ANJE, Beta-i,** and many more

## Skilled workforce

Impressive bilingual education system

**#7**

in the English  
Proficiency Index 2021

**8,000**

ICT graduates  
every year

## Strategic location

In a **GMT-4 to GMT+4** timezone windows you can span from Russia to Chile, with all of Europe, Africa, Middle East and much more in the middle.

## Growing popularity

Home to the **Web Summit, Future.Works** and other major tech events

## Mediterranean climate

**2,799**

hours of sunshine per year and an annual average temperature of 21°C

## Living by the beer index

Comparison of some major European cities ranked by their average beer price:



Lisbon — 1.05€

Barcelona — 1.12€

Rome — 1.42€

Paris — 1.94€

London — 2.28€

Dublin — 2.50€

# Highlights

These are the main reasons in this book as to why you should consider Portugal to scale your IT capacity by creating distributed tech teams, opening tech centres or just hire the tech professionals your business needs. Or, if you're a tech professional, choosing Portugal as a great place to live.

01

## Good English Proficiency

You'll face no issues getting by in Portugal, as almost everyone speaks or understands English - we beat 95 countries in terms of proficiency.

02

## Great Quality of Life

With 2,799 hours of sunshine per year and an average temperature of 21°C, Portugal is the ideal place to practise the perfect work-life balance.

03

## Low Cost of Living

You can eat lunch for €12 or less (including coffee and dessert) and, although rental prices have gone up in recent years, it's still the most affordable capital city in Western Europe. A tap beer costs 1€ in a regular coffee shop!

04

## Safety and Stability

Portugal is the 6th most peaceful country in the world according to the Global Peace Index 2022.

05

## Strategic Location

We're the nearest European country to the U.S., Canada or South America, and we share the same time zone as the UK and Ireland. You can get to all European capitals within 4 hours from Lisbon.

## 06 **Balanced Territory**

Portugal's dimension and top transport and communication infrastructures make it easy to live in a big city or in the countryside, wherever you feel better.

## 07 **Attractive tax benefits**

Flat rate tax of 20% for Non-Habitual Residents, and no Wealth Tax.

## 08 **Affordable Salaries**

Average salaries have risen but are still affordable: Junior Full-Stack Developer 23,000€, Senior Full-Stack Developer 40,000€ (gross annual salaries).

## 09 **Local Tech Talent**

225K local tech professionals and 7,5K new tech graduates per year from top universities, with great hard and soft skills.

## 10 **Global Tech Talent**

Portugal's strategic location and an amazing [Tech Visa program](#) provides companies access to millions of tech talent from Africa, South America, Asia, Middle East, Eastern Europe and many other places. Also, Portugal is the [#1 destination](#) for digital nomads.

## 11 **International Tech Hub**

A lot of companies have set up IT Centres or hired in Portugal, among others: Volkswagen, Sky, Daimler, Hostelworld, Natixis, XING, BMW, Cloudflare, Springer Nature, Nfon, or Pipedrive.

## 12 **We make it easy for you**

We are a multicultural and warming country. You'll have all the help you need setting up shop in Portugal from Landing.Jobs and all other Portugal Tech Hub entities.

# Why Portugal Tech Hub?

More than a name or brand, **Portugal Tech Hub** is a purpose and the dream of one country.

The world has not changed just now: it is always changing. And the same way it has happened throughout the history of mankind, technology plays one of the most relevant roles in this eternal change.

But technology is a manifestation of human ingenuity and ambition. Humans are the source and the destination of technology and change, in a never ending cycle fed by both desire and talent.

It was human ingenuity and the technology it brought that made the Portuguese start the golden age of the Discoveries, bringing new findings to the world and making the globe smaller. Behind all this, there was tech and talent.

Due to its unique cultural and work characteristics, Portugal has come up in the past years as a top destination for both tech talent and the organisations that need them.

Tech talent from all over the world finds in Portugal a great place to relocate to, work from and live in, alone or with their families. Quality of life, safety, weather, cost of life, food, culture and geographical position are amongst the top reasons.

Great access to local and global tech talent, great English proficiency, timezone compatibility, open working culture, affordable costs and excellent safety and stability conditions contribute to this effect. A large number of relevant international companies have set up tech teams and development centres in Portugal recently, a lot of them helped by Landing.Jobs with all the legal, employer branding, talent acquisition, payments/ employer of record needs and and management topics.

The goal of this book is to provide all tech talent and organisations interested in knowing more about the advantages of Portugal, a broad set of information and tips on diverse matters that both clears doubts and provides the way to do it.

Landing.Jobs is committed, together with all other Portugal Tech Hub partners, to make Portugal a top international Tech Hub where tech talent and companies from all over the world choose to be. Reach out to know more.

[Pedro Moura](#)

CMO [Landing.Jobs](#)

## Table of Contents

<b>Chapter 1 – The Portuguese Lifestyle and Work Culture.....</b>	<b>14</b>
Basics on the Portuguese popular culture.....	15
Why is Portugal so popular as a destination?.....	17
The people.....	17
The weather.....	17
The beaches (and the waves!).....	18
The history and the culture.....	19
Peace and security.....	19
The tourism.....	19
Wine and food.....	20
Geographic position.....	21
The cities and the landscape.....	21
Good infrastructures.....	25
<b>Chapter 2 – Living in Portugal.....</b>	<b>26</b>
How much does it cost to live here?.....	27
Renting or buying a house.....	28
Eating out and shopping for groceries.....	29
Getting around.....	31
Learning Portuguese.....	31
Opening a bank account.....	31
Getting healthcare in Portugal.....	32
Minimum wage.....	32
Making the average salary.....	34
Hiring expats and foreigners.....	34

**Chapter 3 – Business and Talent Scenario.....35**

How Portugal became a start-up and tech haven.....36

Investment has been tech-solid.....37

The Portuguese government has been encouraging.....37

Growing popularity.....38

Lisbon became inevitable.....38

Porto is cool and thriving.....42

Out and about – where else to set anchor?.....45

And this is why you should be here too.....47

The Portuguese tech talent.....47

Portugal as a gateway for global tech talent.....48

Education & Training.....48

    Universities.....49

    Non-traditional training: coding bootcamps.....51

Gender diversity (and all kinds of diversity).....53

International talent in the local ecosystem.....53

Working remotely.....54

Tech career expectations.....55

The tech recruitment process.....56

Tech professionals market context.....57

    Highlights.....57

    Job Role distribution.....58

    Most popular tech stacks.....59

    Contractors vs Permanent Employees?.....60

    Which perks motivate tech professionals the most.....60

The big variable: tech salaries.....61

    Salary by employment type.....61

    Salary by job role.....62

    Average salary by programming language.....64

    Salary by job role vs experience.....65

    What about Global tech talent?.....67

**Chapter 4 – Setting Up a Business in Portugal.....69**

Getting your personal taxes right.....71

Earnings subject to income tax in Portugal.....	71
Self-employed business owners and contractors.....	72
Portuguese income tax benefits.....	73
Submitting your Portuguese tax return.....	74
Paying Social Security.....	75
Setting up a company.....	75
Setting up is simple.....	77
On-the-spot firm.....	77
Online set-up.....	78
Branch set-up.....	79
Useful Services.....	80
Where to drop anchor.....	81
Where to set up a Lisbon office.....	82
Where to set up a Porto office.....	86
Setting up an office in other locations.....	88
Science and Technology Parks.....	89
Getting your corporate taxes right.....	90
The Corporate Income Tax (CIT).....	90
The Value Added Tax (VAT).....	92
<b>Chapter 5 – Hiring in Portugal.....</b>	<b>96</b>
The recruitment sector.....	97
The candidate experience.....	98
What recruiters must improve.....	98
What sourcing channels you can use.....	99
Employer Branding.....	100
Salaries.....	102
Salary negotiation – the weird stuff.....	103
The typical Portuguese salary kit.....	105
Human Resources and the Portuguese Labour Law.....	106
Visa support.....	118
Residence permits.....	121
<b>Final Notes.....</b>	<b>123</b>

## Chapter 1

# The Portuguese Lifestyle and Work Culture



📍 Igreja de São Vicente de Fora, Lisbon

All clichés aside, Portugal's work culture is a special one – and there are a few cultural specificities that you'll find across nearly every office in the country.

There is a more relaxed working lifestyle, and if we had to list a few of the best Portuguese workforce qualities, they'd have to be that:

- We're perfectionists, dedicated and high-quality professionals;
- We're less concerned with "jumping ship for money";
- We're more worried about safety;
- The family environment plays a huge role in our overall life decisions.

There are, of course, some cultural catches here:

- We sometimes tend to undermine our capabilities by being too humble;
- Punctuality is, in general, not a strong point;
- We have a hard time saying "no".

But let's leave all these "sordid details" for the next sections – for now, we'll cut to the chase and describe the main quirks of Portuguese culture that will make you fall in love with the idea of relocating to Portugal.

## Basics on the Portuguese popular culture

### → We've got a (funny) saying for every occasion

Across cultures, sayings and idioms are part of our lives from an early age. They might only work in our language and our region and sound funny to foreigners, but they are part of our everyday conversations.

The Portuguese language is no exception, so let us share five of our favourite Portuguese sayings and idioms with you. If nothing else, they can help you get in a Portuguese mood.

### **Puxar a brasa à sua sardinha**

Literal meaning: "Pull the hot coal towards your sardine"

Meaning: Work towards your own goals

### **Engolir sapos**

Literal meaning: "To swallow frogs"

Meaning: To do something you don't want to do

### **Vai chatear o Camões**

Literal meaning: "Go bother Camões"

Meaning: Go bother someone else, bugger off [Camões is one of the greatest poets of the Portuguese language, from the 1500s]

### **Cada macaco no seu galho**

Literal meaning: "Each monkey to its own branch"

Meaning: Each person shouldn't interfere with other people's work or life when they are not asked to, usually used when boundaries seem unclear

### **Acordar com os pés de fora**

Literal meaning: "Wake up with the feet outside"

Meaning: Wake up in a bad mood, to be grumpy or angry

Although your first thoughts on this were probably something like, “this makes no sense at all!”, I hope you now feel curious about what other quirky things the Portuguese culture has to offer.

## Why is Portugal so popular as a destination?

Portugal is a small country facing the Atlantic Ocean. Beautiful and with a significant historical heritage, it is one of Europe’s most visited countries. It’s easy to get around, and the welcoming weather makes it a year-round dream vacation spot.

These are just a few reasons why Portugal is loved as a destination – there are a gazillion more why some of us never want to leave. Here are the ones that tickle our fancy the most.

### → The people

Portuguese are warm, welcoming people. We are used to dealing with people from other cultures and other countries, both because of our history and because of tourism.

In general, we are quiet and not very effusive, but it is still in our nature to hug and kiss on social occasions.

It is easy to find someone to help you when in need, and it is also easy to find someone who speaks English. Portugal is #7 in the [English Proficiency Index 2021](#) (out of 112 countries/regions).

French, Spanish and Italian are also understood by most of the population - and although not everyone will be able to enter a conversation in these languages, they will usually give it a try!

### → The weather

Portugal has a Mediterranean climate, and the weather is mild. Lisbon is famed to be Europe’s sunniest capital city, with an average of [2,799 hours of sunshine](#) per year, and an annual average temperature of 21°C/70°F.

## → The beaches (and the waves!)

Portugal has an exquisite coastline, with more than 850 kilometres of sandy beaches that have consistently been awarded as the most beautiful in the world. In between picturesque coves and warm, shallow waters, these natural beauties are spread out across the coast.

From the North Atlantic coast to the Algarve, and in the islands of the Azores and Madeira, you'll have no trouble finding a beach to fall in love with.

And then there are the waves! Portugal is one of Europe's preferred surfing destinations, with a perfect spot for each skill level. You are really spoilt for choice with so many surfing spots, often within a short distance from each other.

If you are into big waves – even if just for watching - Nazaré, 120 kilometres north of Lisbon, is the place to go. It is the site for the Guinness World Record for the largest wave surfed, for both men and women. The female record was set there in September 2020 with a 73.5-foot (22.4 metres) wave, while the men's record was set on the same spot with an 86-foot (26.2 metres) wave in October 2020.

## → The history and the culture

Portugal has close to nine centuries of history, and that shows in our glorious castles, palaces, monasteries, and cathedrals. A few of the country's national treasures from the past are now UNESCO World Heritage sites - seventeen in total.

All these sites have significant historical, cultural, and natural relevance, and each is worth exploring. Just to name a few, you have the majestic Jerónimos, Batalha and Alcobaça monasteries, the historic centres of Porto, Évora, and Guimarães, the man-made Alto Douro Wine Region, and the living fairy tale that is Sintra, a mere 30 kilometres away from Lisbon. If you go across to the islands, you have the Landscape of the Pico Island Vineyard Culture and the natural abundance of the Laurissilva forest in Madeira Island.

Culturally, and besides Fado singing, we have an increasingly exciting music scene to offer, from bars and smaller venues to bigger music festivals, art fairs, museums, and nightlife. We're just a bunch of cool cats, really.

## → Peace and security

You can feel safe in Portugal, as it compares to other countries favourably in terms of security and peace. According to the [2022 Global Peace Index](#) rankings, Portugal is the 6th most peaceful country in the world, largely because its political climate has been stable for years and crime rates are among the lowest in Europe.

## → The tourism

Well, we're no slouch in tourism. From January to July 2022, Portugal received 14.3 million visitors according to INE, the national statistics board. In the past five years, Portugal won the award for "Europe's Leading Tourism Destination" four times at the World Travel Awards, the most prestigious tourism awards. The progress in terms of the visibility and prestige of Portugal as a quality destination is clear.

Portugal actually won 12 European awards at the World Travel Awards 2021, including "Europe's Leading Island Destination" (Madeira Islands, for the sixth time in a row), "Europe's Leading Beach Destination" (the Algarve, for the fourth time in a row), and the "Europe's Leading Adventure Tourism Destination" (Azores, for the second time in a row).

For the 2022 awards, there are dozens of nominations for Portugal. Porto and Lisbon are both up for Europe's Leading City Break Destination, Europe's Leading City Destination, Europe's Leading Cultural City Destination and Europe's Leading Seaside Metropolitan Destination

## → Wine and food

Most foreigners cannot say they know much about Portuguese food and wine before their first visit - exceptions made for Port wine and Madeira wine. Nonetheless, food and wine are something Portuguese love and are proud of. As Robert Wilson put it in "A Small Death in Lisbon", "The quickest way to get trampled to death is to come between the Portuguese and their lunch".

Restaurant meals are excellent value. The national dish is "bacalhau" (salted codfish) that, strangely enough, nowadays comes from far away places like Norway and Iceland. Other than that, the Portuguese rely on locally sourced ingredients (especially fish, seafood, and pork).

As we mentioned wine earlier, Port wine and Madeira wine are quite well known, but what about other wines? Portuguese rosé wines are also known abroad, mainly through the spectacularly successful export of Mateus Rosé. In terms of red and white wine, Portugal's wine regions – notably Alentejo, Bairrada, Dão, Douro, and Estremadura – have also acquired a strong reputation in recent years. Portugal is even [considered](#) to be the number #1 country with the biggest per capita wine consumption.

If you are a cheese-lover, you'll find a huge range of regional Portuguese cheese, a sizable quantity of which is still handmade. The most famous is "Queijo da Serra", which has an almost liquid interior and a strong smell.

For those with a sweet tooth, there are hundreds of local specialities to try out. The classic "pastéis de nata" (custard tarts) are one of the most popular across Portugal. The Portuguese are coffee lovers, and there is a seemingly never-ending list of ways to order it and even some regional variations. If you simply ask for "um café" (a coffee), you'll get the most common type, which you could call a Portuguese espresso - small, black, and strong.

## → Geographic position

Portugal is lying along the Atlantic coast of the Iberian Peninsula in southwestern Europe. Its time zone is GMT, the same as in London. The Azores are the only exception - they use GMT-1.

Its location is very convenient for companies that operate in Europe and the Americas. From the capital, Lisbon, you can reach all European capitals within 4 hours and a half - that is how long it takes to fly to Helsinki. In case you want Central Europe, Paris, for example, is 2 hours and a half away.

In the Americas, you can reach New York, Montreal or Toronto within 8 hours. Anywhere on the Eastern coast is within a 10-hours flight, with especially good flight connections to the US, Canada and Brazil. A real Atlantic hub!

And if you consider having tech talent working remotely across borders, in a GMT-4 to GMT+4 timezone windows you span from Russia to Chile, with all Europe, Africa, Middle East and much more in the middle.

## → The cities and the landscape

As with everything in Portugal, our cities and landscapes are pretty diverse (and just extremely pretty as well). From the urban viewpoints to the wilderness of natural parks or the breath-taking dams and river beaches, you can admire Portugal from cliffs, mountains, castles, boats and always enjoy the view. Get ready to get lost – and fall in awe.



📍 Igreja de Santo Estêvão, Lisbon

## 📍 Lisbon

Stunningly located near the Tagus River's mouth, Portugal's capital city remains a must in travel itineraries. The Telegraph suggests you "check out the century-old wooden trams and iron funiculars that still lurch and rumble their way through the city". You can also explore the Portuguese *calçadas*, the traditional cobblestoned streets of Alfama, Chiado or Bairro Alto, from quirky to trendy and boho-chic. Expect winding, steep and narrow roads and spectacular viewpoints. In a commanding position at the top of a hill, you'll find the city's most visible historical monument, Castelo de São Jorge, overlooking Lisbon's bustling 18th century downtown (Baixa). Walking around at night in Lisbon is also a treat.

## 📍 Porto

Also sitting beside a river and sprawling across hilly streets, Portugal's second-largest city, Porto, has a different feel to it. With a strange mix of grey and colourful, and of old and new, Porto is a vibrant city, chosen as the "European City of the Year" by [Urbanism Awards 2020](#). Culture Trip says, "there is no shortage of gardens, medieval palaces, and cathedrals, and the cuisine is often referred to as the best in the country. Known for its famous Port wine, Porto's stretches of vineyards make up most of the nearby Douro Valley". The Telegraph says, "downtown Porto has a faded sophistication, while the seaside suburbs have witnessed something of a renaissance in recent years, home as they are to a burgeoning collection of bars, restaurants, and cafes, which offer an authentic slice of local life." Well, we can say by experience that they're both right.

## Other must-see highlights

Portugal is a relatively small country, which means you don't have to travel too far from Lisbon and Porto to discover other great places:

- A subtropical 2-island archipelago, **Madeira** is nowadays one of the trendiest destinations in Portugal. It is a perfect destination for nature and action lovers who can go hiking, paragliding, or canyoning. Those who prefer more relaxing options can go golfing, spend warm days by the seaside, and eat exotic food.
- Resting in the Atlantic Ocean, halfway between the American and Portuguese coasts, The Telegraph defines the **Azores** as "Europe's answer to Hawaii", saying "They are lost in deep seas; steep-sided, beautiful, wild". There are nine islands, and each one rivals the others in beauty and uniqueness.
- If you're keen on mixing warm weather, trendy beaches, and buzzing social and night scenes, your travel zodiac sign must be the **Algarve**. Any of its major cities is worth visiting, and nearby you'll find treasure hideouts of clear, bright waters and hypnotising cliffs.
- In between Lisbon and the Algarve, and perfect for both beach lovers and countryside fans alike, the **Alentejo** shows off with its spooky 16th-century Chapel of Bones in Évora. That's right, this chapel has human bones inside - approximately 5,000 human skeletons, including skulls. As Scooby Doo would put it, "yikes!".





- In **Serra da Estrela**, the highest mountain in mainland Portugal, you'll find your only chance to go skiing in winter. Serra da Estrela feels quite remote, and nature here is queen.
- In the northernmost part of Portugal, the **Peneda-Gerês National Park** draws walkers, hikers, and lovers of the outdoors to its lush valleys and shimmering lakes.
- Another northern highlight is **Braga**, worth a visit for its elegant architecture and the Bom Jesus sanctuary that joined the UNESCO World Heritage list in 2019. Nearby you'll find beautiful **Guimarães**, known for being Portugal's birthplace.
- In the centre, **Tomar** is a delightful town of traditional character that also holds a UNESCO World Heritage for the Convent of Christ and its unique architectural features.

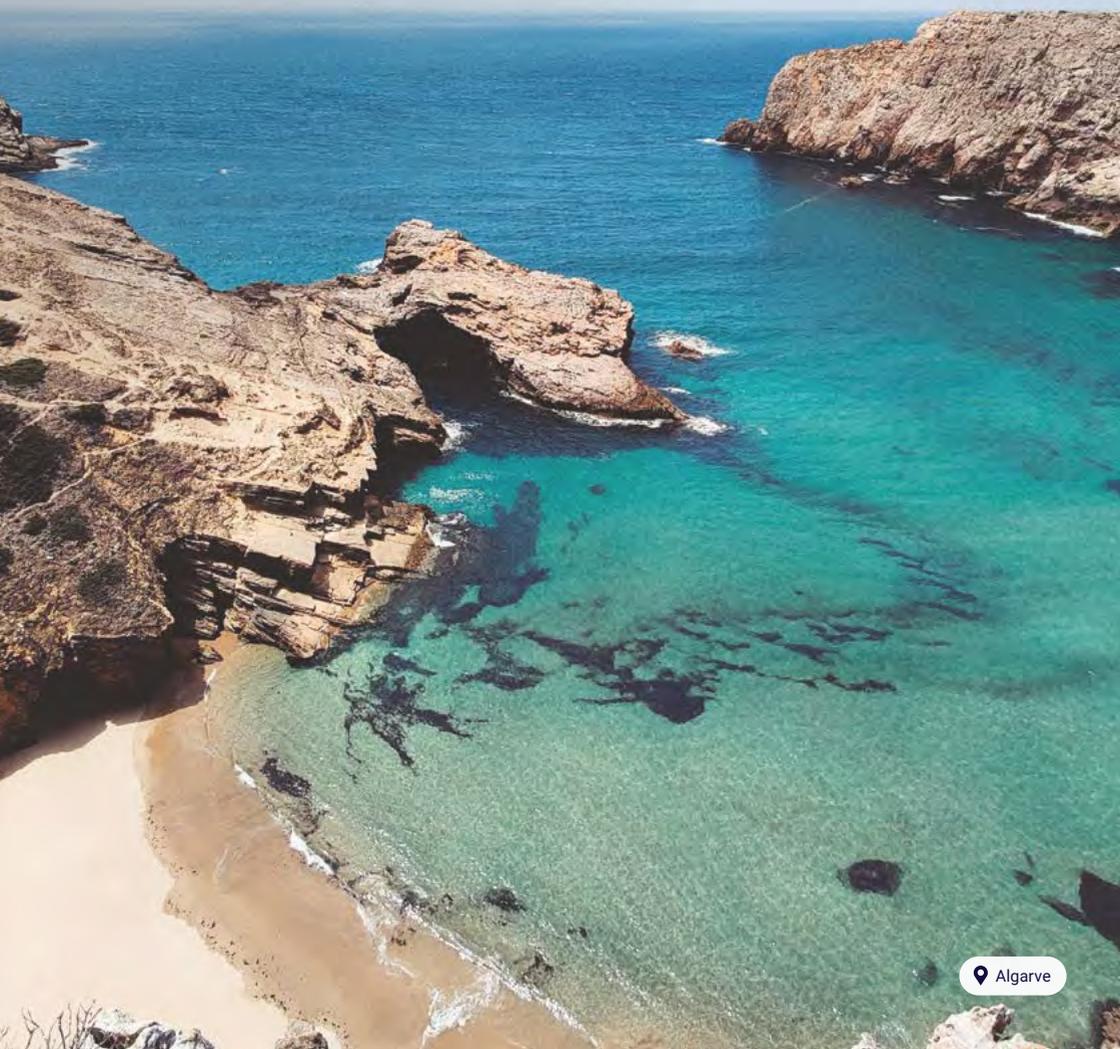
### → Good infrastructures

According to the latest [Global Competitiveness Report](#) by the World Economic Forum (WEF), Portugal ranks 6th in "Transformation Readiness - Infrastructure to accelerate the energy transition and broaden access to electricity and ICT".

We have 3 major international airports on Mainland Portugal, 2,544 kilometres of rail network providing connectivity down the coastline and across the country, and one fifth of our total road networks are motorways. Portugal's maritime routes are also a great way to handle goods. There is an offering of 9 major ports on the mainland.

## Chapter 2

# Living in Portugal



Portugal is a significantly cheaper place to live than other locations. As [Entrepreneur Europe](#) points out, “the cost of living in Lisbon is half of what it would be in London, a fifth lower than Berlin and 60 percent cheaper than New York, San Francisco and Zurich”.

Portugal is said to offer the lowest cost of living in Western Europe, from accommodation to groceries. Although things tend to vary on a regional basis, generally speaking, a couple can live comfortably in small cities from about 1,500 euros a month, and in Lisbon starting at about 1,800 or 1,900 euros a month (including rent). And as the [International Living Magazine](#) put it, “much of what is most enjoyable about Portugal – the friendly people, the leisurely lifestyle, mild weather, beautiful countryside, and ample beaches – is free.”

## How much does it cost to live here?

### → Living by the beer index



Source: Numbeo – [Prices by City of Domestic Beer](#) (0.5 liter bottle – Markets)

## Renting or buying a house

Housing-wise, prices have been rising in the last decade. Back in 2019, the [Economic Survey on Portugal](#) by the Organisation for Economic Co-operation and Development (OECD), already said “the boom in the tourism sector and demand by non-residents (responding to government incentives tying visas to dwelling purchases) have been significant factors behind the strong growth in house prices in some locations”. This was especially noticeable in Lisbon.

In 2022, the trend is still for prices to grow in the most sought after parishes, like Estrela, but on average the rental prices dropped 3.8% from January 2019 to August 2022. In any case, house rental prices are still not high when compared to the average OECD country.

Porto is also worth looking at, InvestPorto saying it’s been considered to have the “4th lowest cost of living among major cities in Western Europe”, being 50% lower than London, 46% lower than Paris and 32% lower than Frankfurt.

Here’s a little breakdown in rental prices in Portugal, if you consider a one-bedroom apartment:

- **350-450 euros** a month for in small cities and in the interior;
- **650-750 euros** a month for Lisbon neighbourhoods up to an hour away from the centre;
- **900-1500 euros** a month for central tourist neighbourhoods (which is still a bargain for a European capital).

If you’re looking to buy, you have to know that apartments can go from as little as 60,000 euros in some parts of the country to hundreds of thousands (and more) in other parts. However, on average, you can find comfortable apartments for sale for:



- **under 100,000 euros** in the interior
- **around 160,000 euros** in small properties in Lisbon’s outlying neighbourhoods.

As apartment prices can range a lot, the easiest way to estimate your property costs is to look at classified ad websites, like [casa.sapo.pt](#), [OLX.pt](#), [idealista.pt](#) or [Casafari](#). On those sites, and also in real estate agencies, T1 means a one-bedroom apartment, T2 a two-bedroom apartment and so on. A T0 means a studio apartment (with bedroom and living room combined in the same single room).

If you're coming from the United States, also note that the average size of apartments in Portugal, as in Europe, is quite smaller than what you might be used to. You can easily find a single person or a couple living in a 600 square-foot apartment, while in a 1,000 square-foot one you may have three or four-bedrooms suitable for a family.

### → Paying your utilities

- For a small apartment, you should expect to pay around **100 to 150 euros per month** for utilities, including electricity, heating, and water.
- Phone and internet packages can range between **30 and 70 euros per month**.

## Eating out and shopping for groceries

In Portugal, a lunch menu or menu do dia typically costs somewhere between 7 and 12 euros, and this often includes a drink or a coffee as well. Lunch is usually a proper sit-down meal. Dinner is slightly more expensive – a meal for two, including wine, can run from about 25 euros. But you can still find main courses for less than 10 euros.

A bottle of wine starts from around 10 euros in a restaurant, and many traditional restaurants often have a cheaper vinho da casa (house wine) option. You can get a glass of wine for 4 euros or so, or half a bottle for about 6 euros. Beer is also affordable (and pretty amazing, if you ask us!), especially if you stick to Portuguese beers. A beer in a local café typically costs around 1 or 2 euros.

These prices are for simple, traditional restaurants and eating spots. If you prefer somewhere upmarket the prices will go up.



A bica (espresso) might cost **0.65 euros** in rural parts of Portugal, and in Lisbon it rarely costs more than 1.30 euro.

Groceries are also very affordable in Portugal, especially anything that's produced in the country (like fruit and vegetables, fish and meat, good wine and olive oil). A couple's grocery budget can go from as low as 180 euros a month.



## Getting around

Travelling and commuting in Portugal is easy and inexpensive. All major destinations have trains, buses, and taxis – and, in the main cities, metro systems. Lisbon, Porto and Faro have major international airports, while Madeira and the Azores have two minor international airports each. All these connect you to the rest of Europe and beyond.



Transportation costs are low: a metro ticket costs **1.50 euros** in Lisbon and **1.25 to 2.00 euros** in Porto.

Taxis are also very affordable in Portugal, and while we're no New York when it comes to the charms of hailing a cab, all the popular taxi apps are available, like Uber, Cabify, Bolt and others.

And let's not forget the rise and expansion of electric scooters, urban bikes and motorcycle services in several cities like Lisbon, Porto, Aveiro, Algarve, Coimbra, Madeira, Santarém, and many more. Companies who offer these services and subscriptions include [Gira](#) (25€/year, 15€/month or 2€/day), [Lime](#), [Bolt](#), [Superpedestrian](#), [Whoosh](#), [Cooltra](#).

## Learning Portuguese

If you choose to learn Portuguese, how much you'll pay depends on whether you're taking up group or one-on-one classes, either at a language school or privately. A group class can cost as little as 5 euros per person, whereas one-on-one lessons range between 10 to 40 euros per hour.

There are also public-funded Portuguese for Foreigners courses that are done in 25-hour blocks and that are managed by the [Alto Comissariado para as Migrações](#) (High Commissariat for Migrations). These are free but involve a bit more bureaucracy.

## Opening a bank account

You'll probably need to open a Portuguese bank account to pay your bills, either as a resident or as a non-resident living in Portugal long-term. Having a Portuguese bank

account can also be useful for withdrawing cash in Portugal. Portuguese banks generally charge a monthly fee of 5 to 10 euros for their bank accounts, which can be waived if you use that bank account a lot.

Note that digital banking alternatives, such as Revolut and N26, are fully functional in Portugal. ActivoBank is a common option for foreigners, as it is commission-free and also worth mentioning is Moey, a recent all-in-one finance managing app.

## Getting healthcare in Portugal

We hope you'll never need to use this next bit of information, but you know what they say, "better safe than sorry". As a foreigner in Portugal, you are typically eligible to access public healthcare in Portugal.

To be able to fully access the Portuguese healthcare system, you'll need to be a legal resident of either Portugal or another member of the European Union. If you're not, your best option will probably be getting private health insurance to cover your stay. Nonetheless, do check based on your country of origin, as some non-EU countries also have bilateral agreements for healthcare.

Having your legal residence permit, issued by the immigration office (SEF – Serviço de Estrangeiros e Fronteiras), you can go to a Portuguese health centre (Centro de Saúde) and apply for your healthcare card (Cartão de Utente). Once you do this, you'll be able to schedule doctor appointments.

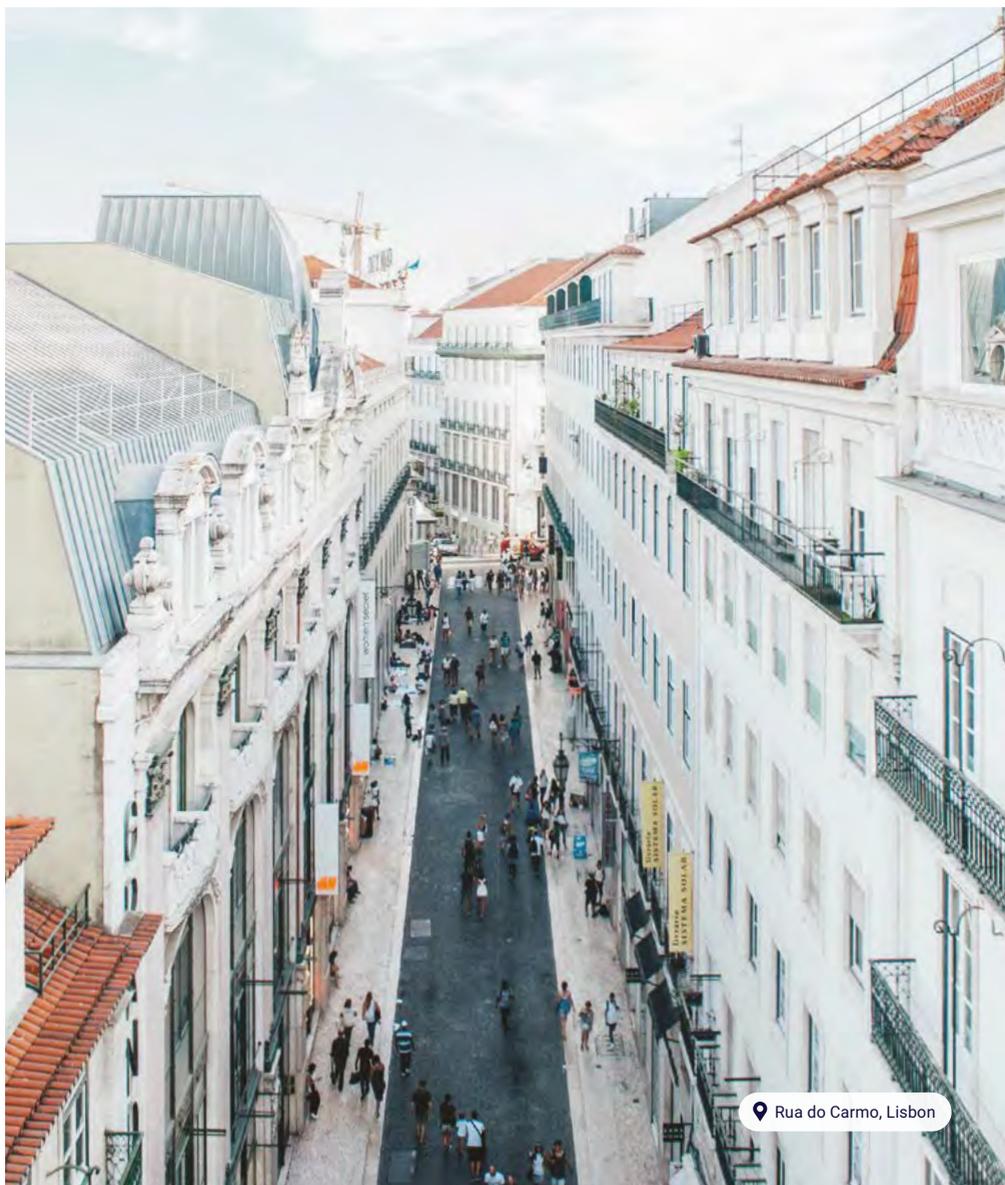
**And finally, making ends meet**

## Minimum wage

The Portuguese minimum wage in Portugal is 705 euros per month as of 2022. Exceptions are the Azores (740,25 euros), Madeira (723 euros), and public servants, who earn a slightly higher minimum wage.

In any case, the minimum wage is the lowest in Western Europe.

The Portuguese minimum wage is calculated on a per-month basis (based on 14 payments in a year rather than 12, but more about this later on). However, in case you are interested in knowing how much that is in terms of an hourly rate, we did the maths for you – in 2022, those on minimum wage who are paid 14 times a year can expect an hourly salary of 4.75 euros, based on a 40-hour workweek.



## Making the average salary

According to data from [Eurostat](#), the average hourly rate in Portugal in 2021 was 16 euros, which makes Portugal one of the lower-paying countries in the EU. Given that the average hourly labour cost was €29.1 in the EU-27, you can see a significant difference between the European average wage and the Portuguese average wage.

The average salary in Lisbon and Porto is higher than in the rest of the country. This happens because these cities are home to many of Portugal's technological and financial companies.

## Hiring expats and foreigners

Portugal is a great platform to tap into global tech talent markets for relocation. There is no doubt that the country is becoming increasingly more attractive to tech talent due to all the reasons mentioned throughout this book, and according to the [Global Tech Talent Trends](#), more than 88% of tech professionals worldwide currently work in hybrid or full-remote, and more than 18% work remotely for a company abroad.

According to the report, tech professionals are highly motivated to work cross-border remotely, and the main reason is to chase a better work-life balance. The continent they most want to work from? Europe, by far (41.2%)—with Portugal as one of the top destinations.

If you're hiring expats in Portugal, note they're entitled to Portugal's minimum wage just like any Portuguese national. But they do need a residence permit, which they can get from the immigration office (SEF – Serviço de Estrangeiros e Fronteiras).

If you want to hire highly-skilled, qualified workers that are nationals from countries not included in the Schengen area, you should check the benefits of the [tech visa program](#), that allows you to have up to 50% of your workforce coming from abroad (or 80% if you're in a remote or peripheral area) in a fast-track way.

## Chapter 3

# Business and Talent Scenario



According to the [Global Talent Competitiveness Index 2021](#), Portugal is a great country to find talent – both in locals and foreigners. Out of 134 countries, Portugal ranks:

**#28** in Global Talent  
Competitiveness

## How Portugal became a start-up and tech haven

Portugal has, undoubtedly, been making a name for itself as a European (and global) tech hub. As the [TNW tech website](#) puts it, “a renewed spirit of innovation has led to an explosion of startups, helped by the country’s impressive bilingual education system and local support network”.

It’s worth noting that Portugal has recently been considered the second-best South European country to do business in. In their “[Doing Business 2020](#)” report, the World Bank ranks Portugal in 39th place (among 190 countries) and 12th place within the EU for “Ease of Doing Business”.



## Investment has been tech-solid

Although Portugal's tech scene is relatively small compared to the rest of Europe, it's indeed growing quickly – “The country's tech scene is not as mature as Berlin, London, or Paris, but it's growing faster than those hubs, and I see structural elements that suggest growth will continue” Hugo Augusto, managing director at Techstars Lisbon, said to [FDIntelligence](#) by the Financial Times.

For example, [Startup Lisboa](#), an incubator in Lisbon that was launched in 2012, has supported 400 startups and has created more than 3,500 jobs, with entrepreneurs from over 40 countries. The companies range from commerce to tourism to, of course, technology.

[Portugal Ventures](#), created in 2012 as well, by the merger of three companies - Inovcapital, AICEP Capital and Turismo Capital -, has since invested 181 millions of euros in startups. Their investment strategy focuses on Digital, Engineering & Manufacturing, Life Sciences and Tourism areas.

There is also a Portuguese incentives program, [+CO3SO](#), looking to support the creation of qualified jobs, and the development of innovation and technology.

## The Portuguese government has been encouraging

Portugal has been reinventing itself as the tech firm's destination of choice also by encouraging foreign investment with measures such as internship and graduate employment grants. There are also [tax incentives](#) that are even stronger if you choose inland or island destinations.

[Startup Portugal](#) is a public tool to nurture new businesses. Since their creation in 2016, it “includes a startup voucher for people aged 18 to 35 with good business ideas. The voucher gives budding entrepreneurs monthly funding, mentoring and technical support in their first year” the [TNW tech website](#) explains. “By providing financial incentives – such as matching funds with angel investors and venture capital funds – the government is showing just how keen they are putting their money where their mouth is.”, they conclude. In terms of matching funds, one you should have a look at is [200M](#).

Another important program you can find through Startup Portugal is the [Startup Visa](#), a residence visa for entrepreneurs. As stated by [IAPMEI](#), "By investing and creating qualified employment, entrepreneurs can integrate a startup incubator in Portugal and benefit from all the incentives and support of the Startup Portugal program. This program aims to strengthen the innovation ecosystem and to affirm Portugal as an open country to entrepreneurship and to all those who, with their knowledge and capacity for innovation, can bring investment to the Portuguese economy (...)".

## Growing popularity

It is amazing to see how much the popularity of Portugal has grown. This is very noticeable in surveys like the [Expat Insider](#) or the [Startup Heatmap Europe](#).

InterNations has carried out its annual Expat Insider survey on expat destinations around the world for several years now. In 2014, Portugal ranked in the 41st place. Then it began to rise in popularity. In 2015 it already had moved up to 20th place and it currently holds the 4th position in the world and is the number one destination in Europe.

The Startup Heatmap Report has a different focus: it ranks the Top 50 most popular startup hubs in Europe. The study is based on a sample of more than 24 000 founders equally distributed over Europe's regions. Lisbon currently ranks in the 4th position and has gone up two positions in the last year alone.

## Lisbon became inevitable

[Invest Lisboa](#) describes Lisbon as a startup city:

**"The startup scene in Lisbon is thriving with record numbers of companies registered in the last few years, and there is a large contingent of foreign entrepreneurs who have taken root in the city. The wide availability of support, low taxes and affordable resources all make Lisbon an ideal launching pad for the young and ambitious."**

The [EU-Startups](#) portal highlights how in 2022 you could see the “investment in the startup scene in Lisbon has grown by 30% every year since 2016 – twice the average of the rest of Europe”.

[Forbes](#), in turn, states Lisbon has become a creative and tech startup hub, and highlights how the “entrepreneurial network is underpinned by an impressive range of supports”. This includes incubators such as [Startup Lisboa](#), [Labs Lisboa](#), and [Tec Labs](#) and accelerators such as, [Lisbon Challenge](#), [EIT InnoEnergy](#) and [BGI](#) or [Made of Lisboa](#), which connects entrepreneurs and startup business ideas.

## → The city of the Web Summit (and other tech events)

### The Web Summit

[Web Summit](#), the annual technology conference held in Lisbon since 2016, has been largely described as the most important tech event in the world. Every year, it brings together tens of thousands of participants. When Lisbon hosted the 2016 Web Summit, it is said to have had a boost of 200 million euros to its economy – but the boost to the city’s reputation is invaluable.

In 2020, the conference was held online, but in 2021 Web summit was back to being a physical conference. In 2022, 70 000 attendees are expected, along with more than 900 speakers and over 2,500 international reporters.

The Web Summit will remain in Lisbon at least until 2028, following an agreement whereby the Portuguese government has agreed to pay 11 million euros to expand the venue and drive attendance numbers up to 100,000.



## Future.Works (formerly Landing Festival)

One of the children Landing.Jobs is very proud of, the [Future.Works](#) Conference, is a 2-day knowledge-driven conference that connects tech professionals, experts, companies and other institutions. This was previously known as the Landing Festival and it has happened in Lisbon and Berlin so far. The first edition was long ago, in 2015.

Through curated talks, tracks, and workshops on the latest trends, topics, and networking opportunities within the tech community, Future.Works is a place to learn, share knowledge, network – and maybe find a job or a talent of one's tech dreams. It is currently one of the top international conferences about the Future of Work, and a great place for Employer Branding.



## Tech Hiring Community Conference

The [Tech Hiring Community Conference](#) was born from the Tech Hiring Community that Landing.Jobs created in 2014, and it's entirely dedicated to tech hiring professionals. International speakers bring challenging tech hiring topics to discussion and any trends to watch out for.

The conference happens usually 2 or 3 times per year, but there are other ways to keep in touch with this community, including the smaller events called [Expert Sessions](#) and the newsletter. Overall, both the community and the conference offer a great opportunity to network, exchange insights and share experiences.

### And so. Many. More.

Like the [QSP Summit](#), [Lisbon Blockchain Week](#), [WOW Summit](#), [ETH Lisbon Hackathon](#), and many more. [Innovation Scene](#) is a great resource if you want to keep up with tech and innovation events in Lisbon.

## → A home to the best of the best

No doubt Lisbon is buzzing – and attracting companies from the UK, US, and other EU countries. The Portuguese Chamber of Commerce in the UK notes that, “Since 2017, our [Moving to Portugal](#) Shows and Seminars have been attended by over 7,000 visitors in the UK (...).at the end of 2021 there were over 40,000 British people officially resident in Portugal”.

The London-based workspace innovator [Second Home](#) invested heavily in a 6,000 sqm base in Lisbon. Their cofounder [Rohan Silva](#) said that Lisbon reminds him “of east London in 2010, before the Tech City explosion. There is energy, creativity and a real mix of businesses, from venture capitalists to film-makers, fashion designers and creative agencies. It's much more than just tech”.

The opening of a technology centre by tech giant Google on the outskirts of Lisbon in 2018 was [announced by the prime minister](#) himself. This technology centre has more than doubled and now occupies 12,000 sqm. Just after the Google announcement, more news broke that Volkswagen was to open a Digital Solutions hub in Lisbon. It was established in January 2019 and now has 3 different tech units, spread throughout 3 different locations in Lisbon.

And the list goes on:

- [Talkdesk](#), [Cloudflare](#), [OutSystems](#), [Farfetch](#), or [Unbabel](#) are just a few of the most innovative Portuguese startups being created or having a strong presence in Lisbon
- Many big international heavyweights, such as [Daimler](#), [BMW](#), [Uber](#), [Google](#), [Amazon](#), [Huawei](#), [Microsoft](#), [Cisco Systems](#), [Samsung](#), [Hewlett-Packard](#), [Cloudflare](#), [Axians](#), [Pipedrive](#) or [SAS](#), to name a (large) few, are in Lisbon
- And, of course, [Landing.Jobs](#) – but we belong to the World.

## Porto is cool and thriving

The Portuguese technological landscape is much more than Lisbon – and Porto, in particular, is showing off as a fast-growing tech hub.

It is home to prestigious R&D and tech institutions and boasts a variety of active university-industry and international R&D partnerships (which, in fact, actually enabled Porto to attract the first [Fraunhofer Institute](#)'s subsidiary outside Germany).

When it comes to talent, there is plenty to choose from, with more than 39,000 graduates per year in Porto's macro-region – and both the city's public and private universities are internationally recognised.

Having more than 50 incubators and coworking spaces, and more than 500 startups and scaleups in the metropolitan area, Porto is a fast growing tech hub. This has been the case for well over a decade and not even the pandemic changed the general trend. According to InvestPorto, regarding the Coronavirus business impact on strategic investors in the city, "72% of foreign companies maintain the intention to hire more human resources in Porto".

### → **The city of Porto Tech Hub Conference (and quite a few more)**

Porto's tech sector is strong and definitely worth keeping an eye on. [Seedtable](#) suggests following 89 Porto tech startups, but following the city's tech conferences is also a great option.

## Porto Tech Hub Conference

The [Porto Tech Hub Conference](#) is one of the events promoted by the Porto Tech Hub (PTH), a non-profit association of tech companies aiming to make Porto a larger global tech centre. PTH was created by three well-established tech companies strongly connected to Porto: [blip](#), [CRITICAL Software](#) and [Farfetch](#).

The highlight of PTH's calendar is the Porto Tech Hub conference, designed to explore technology and how it can be used to develop individuals, businesses and the wider Porto community. This conference fosters the sharing of ideas, while it lets tech companies and communities make themselves known to the public.

The past editions of the Porto Tech Hub conference featured speakers from internationally renowned organisations, like Google, Spotify, Microsoft or Amazon. Porto Tech Hub is also responsible for [SWitCH](#), a requalification programme looking to convert people from other areas into IT professionals and integrate them into the job market.

## Hackathons

For those who prefer hackathons to regular conferences, there is also plenty to choose from: [EMERGENCE@UPorto](#), [Hackacity](#), [Womenhack Porto](#) and others.

## Developing 21st-century companies in Porto

Porto is nowadays the host to major technology and service hubs of renowned international companies, such as Vestas, Natixis, Euronext Visma, Kantar and BNP Paribas.

It is also the happy home of some of Portugal's leading high-tech companies and start-ups, like Farfetch, Critical Software, Feedzai, Talkdesk, Veniam and Dott.



## Out and about – where else to set anchor?

If your reason for coming to Portugal is to get out of big cities, and Lisbon and Porto still look too big for you, there are other options you can explore. Here are a few suggestions

### → North

#### Braga

Less than an hour from Porto, and a little over an hour from Vigo (Spain), Braga boasts a very active University with a great reputation in the tech area, Universidade do Minho. Its population is a little under 200 thousand.

#### Barcelos

A municipality in the Braga District, it is much smaller than Braga, with a population around 120 thousand, Barcelos is known countrywide for the national symbol “Galo de Barcelos” (rooster of Barcelos). You could be interested in setting up anchor here if you like the proximity to Porto (1 hour) and to the beach (less than 30 minutes to the nice Ofir beach).

### → Center

#### Coimbra

Coimbra is home to the country's oldest university, and one of the most prestigious. It was once the capital of Portugal and its riverfront location, size (approximately 100 thousand inhabitants) and good infrastructures make for pleasant living. Its location between Lisbon and Porto and the reputation of its University make it attractive for establishing business.

#### Aveiro

An hour north of Coimbra, Aveiro is a dynamic, medium-sized city set on the coast, along a lagoon called Ria de Aveiro. It has good road, rail and sea infrastructures and is an easily cyclable city. The local university, Universidade de Aveiro, has an excellent reputation in tech courses and is attended by about 17,000 under-graduate and postgraduate students, 14% of whom are international students.

#### Fundão

Located in the district of Castelo Branco, Fundão is a city with hundreds of years of

history. Among the stellar regional products you can find, are wine, cherries, cheese, honey, mushrooms, and others. The municipality has been heavily [investing](#) in incentives for companies to settle there.

## → South

### Faro

If you prefer a warmer climate, the Algarve might be the right place for you. Faro is the capital of the district, but a small coastal city of 40 thousand inhabitants. It has good road connections to the rest of the country and to southern Spain (seville is two hours away) and is surrounded by beautiful beaches with lukewarm water.

## → Islands

### Funchal, Madeira Island

Madeira Island is an one hour and a half flight away from mainland Portugal, with frequent connections to both Lisbon and Porto, as well as to many other European cities. The weather is mild year-round and you have the feeling that everything is close by: you can go from the beach to a over 1600 metres tall mountain in 30 minutes without ever leaving Madeira's capital city, Funchal, that has a total of 150 thousand inhabitants.

### Ponta do Sol, Madeira Island

With an exploding demand by digital nomads, the small village of Ponta do Sol is 30 minutes away from Funchal and looks like a pretty postcard. It has the most hours of sun in Madeira, which is already known as a sunny place!

### Ponta Delgada, Azores Islands

Half way between Europe and North America, you will find the Azores Islands, an archipelago of 9 islands. The capital city is Ponta Delgada in the island of São Miguel, a city of almost 70 thousand inhabitants. You can reach Ponta Delgada by plane from mainland Portugal in 2 hours and a quarter. From Ponta Delgada, New York is a 6 hours flight away. If a combination of warm sea, lush nature and city life seems like the right thing for you, this location is definitely worth investigating.

### Terceira, Azores Islands

Terceira is a volcanic island in the Azores archipelago, in the middle of the North Atlantic Ocean. It is one of the larger islands of the archipelago, with a population of

53,311 inhabitants in an area of approximately 396.75 square kilometres. Their tech park [Terinov](#) provides an ecosystem of cowork, incubation, business development and even virtual incubation.

## And this is why you should be in Portugal too

There are several factors to consider in order to understand why so many firms see Portugal as a solution for their technology challenges. As [Entrepreneur Europe](#) puts it, “Education, cultural adaptation, geography and resilience are some of the qualities that historically made Portugal a global power for over four centuries. Nowadays, these traits are making the country a land of opportunity for tech outsourcing and start-ups”.



With a proud history of investment in education, Portugal has an educated workforce – and English is spoken widely throughout the country.

Similarly, we think saying Portugal has a privileged location to reach relevant markets is an understatement: not only do we share the same time zone as the United Kingdom, but we’re also the nearest European country to the US and Canada.

## The Portuguese tech talent

In Portugal, 8,000 ICT professionals graduate each year, according to the national statistics database [Pordata](#). Portugal is the 14th European country with more tech talent, according to the [Digital Economy and Society Index 2022](#) by the European Commission. Our estimate indicates around 125,000 tech professionals currently residing in Portugal. According to that same report, “over half of Portugal’s population has the skills (basic or above basic digital skills) to thrive in a digitalised world, contributing to the take-up of digital technologies and online services in Portugal”.

Other than the training, there are a few differences between Portugal and the rest of the world in terms of knowledge, soft skills and culture:

- While English-speaking companies are more pragmatic and tend to close hiring deals right at the end of the recruiting process, the Portuguese tend to listen up

to the end without wanting to commit to a decision (the Dutch also find this more invasive behaviour weird)

- At the same time, the Portuguese are typically more worried with contracting details and issues than international tech professionals, almost like in a mating ritual where they have to make sure everything is clear before they move forward
- On the other hand, the Portuguese block less, are more resourceful and flexible, and usually fend for themselves if anything deviates from what had been planned or in the absence of strict rules (which kinda makes us harder to control and oversee as well).

## Portugal as a gateway for global tech talent

Besides the local talent quantity and quality, Portugal is also becoming a destination for global tech talent, due to the same characteristics that make it attractive for companies. As a matter of fact, Portugal ranks consistently in the top 10 destinations for Digital Nomads ([#1 in Nomad List](#), for example). It's also fairly simple to tap into millions of tech talent from South America, Africa, Middle East, Eastern Europe and even Asia, for companies willing to hire good tech talent wherever they are.

We estimate that every year there are around 5,000 new tech professionals from all around the globe choosing Portugal as their residence, with a strong part of them coming from Brazil and Africa, but with an increasing number coming from other European countries and North-America. The [Global Tech Talent Trends](#) shows that Portugal is indeed one of the most attractive countries to relocate to and work from according to tech professionals.

Our [Tech Visa program](#) is a great fast-track to relocate highly qualified tech talent to Portugal. The globalisation of tech work is a reality, and Portugal is a prime place for you to embrace it. The world, open to you, from Portugal.

## Education & Training

Portugal puts a high value on Education. For [Invest Lisboa](#), "the result of this investment is a well-prepared, multilingual population, who embraces change and innovation". And they reason it with the following ranks:

- [English Proficiency Index 2021](#) – #7 in 112 countries/regions
- [2019 Global Competitiveness Report](#) (out of 141 countries)
  - Ease of hiring foreign labour – #13
  - Skillset of graduates – #27
- [2020 Global Competitiveness Report](#)
  - Incentivize firms to embrace diversity, equity and inclusion to enhance creativity – #14
- [IMD World Talent Ranking 2021](#) (out of 63 countries of middle and high income per capita):
  - Language skills – #8
  - Female labour force – #5
  - University education – #17
  - Management education – #14

Quoting an article published by [Entrepreneur Europe](#), in Portugal “eight universities produce 100,000 graduates a year. Fifty-three percent of 20-to 29-year-olds are graduates in an engineering or math-related discipline”.

## → Universities

[The World University Rankings 2022-23](#) includes thirteen Portuguese universities amongst the 2,000 main global institutions, and some of them have been featured in other international rankings, like the [Times Higher Education \(THE\) 2022](#). However you prefer to rank them, the growing amount of talent flowing from Portuguese universities is undeniable, so let’s take a closer look at a few.

### Universidade do Porto

The [University of Porto](#) has three campuses in Porto, with approximately 32,000 students, of which around 14% are international. It has over 3,400 teachers and researchers, and is renowned for its strong research output. The Engineering faculty, [FEUP](#), is the largest in this University and it makes the University of Porto one of the most famous Engineering universities in the country. It had approximately 9300 enrolled students in the academic year of 2021/2022.



### Universidade de Lisboa

The [University of Lisbon](#) has 18 teaching institutions and over 100 research units, circa 52,000 students, around 3,700 teachers and 400 courses. [Instituto Superior Técnico](#) is part of this university and is the largest school of Engineering, Science and Technology in Portugal, with a community of about 12,000 people.

### Universidade do Minho

The [University of Minho](#) is based in Braga. They describe themselves “undoubtedly as a research university”: it represents nearly 10% of the Portuguese scientific system, and has been taking on large European projects worth millions of euros in funds. Braga is considered by many one of Portugal’s great talent hubs in Engineering and IT.

### Universidade de Aveiro

Attended by around 15,000 students, the [University of Aveiro](#) is highly regarded for its research-led education – and besides being active in hundreds of research and technology transfer projects, some of them financed by international and European programmes, it also promotes entrepreneurship and knowledge transfer.

### Universidade Nova de Lisboa

With nine teaching units and internationally acclaimed research, the [Universidade Nova de Lisboa](#) (aka NOVA) has around 21,000 students, of which 16% are international. This university has specialised schools with a particular emphasis on STEM (science, technology, engineering and mathematics).

## Universidade de Coimbra

The [University of Coimbra](#) is the oldest university in Portugal and one of the oldest in the world - it turned 732 years old in 2022. With almost 40 research units, and with around 25,000 students, the University of Coimbra was the first Portuguese university to be awarded 5 stars by the [QS Stars ranking](#). Coimbra has been growing as one of Portugal's tech hubs too.

## → Non-traditional training: coding bootcamps

But we know that, nowadays, formal education isn't the only way to get into programming. However undeniably important higher studies are, we kinda all know the world isn't the same as it was a decade or two ago.

That's where bootcamps come in, and they do so with a promise: helping literally anyone learn how to develop full websites and web applications from scratch using the latest tech trends in a shorter timespan.



Whatever the motives, coding bootcamps are definitely a strong trend in Portugal right now, and there are several training companies popping up.

## Le Wagon

Ranked several times as the world's best coding school, [Le Wagon](#) attracts creative people all over the world who want to start up their own company or add technical skills to their repertoire. As Le Wagon explains, "during the course, our students learn how to build robust and beautiful web applications by themselves, from the back-end all the way to the front-end. But they also learn to collaborate within a team of developers and adopt the technical workflow followed by most successful start-ups".

## Ironhack

[Ironhack](#), a boot camp that started in Madrid, has a similar target: anyone looking to change their careers or to learn something new. They offer intensive courses & bootcamps in Web Development, Data Analytics, UX/UI Design & Cybersecurity.

### Academia de Código

[Academia de Código](#) promotes 14-week long coding bootcamps in four different locations across Portugal: Lisbon, Porto and Terceira (Azores). As Academia do Código puts it, “you’ll develop a full-stack programming mindset that will allow you to shift between back-end & front-end like a boss.”

### Wild Code School

Founded in 2014 in France, from an idea that came up during a hackathon, the [Wild Code School](#) is a network of 21 schools in Europe, as well as remote options in English and French. In Portugal they have a campus, located in Lisbon. They have courses on web development, data analysis and product management.

### 42

[42](#) is a non-profit and tuition-free computer programming school funded by a French billionaire in 2013. Any person older than 17 can register for their course after completing the logical reasoning tests on the website. The school does not have any teachers, but you need to physically go to their campus. In Portugal, there is a campus in Lisbon, which is open 24/7, like all others - 42 in total across the globe.

### Recodeme Academy

This [Recodeme Academy](#) program is specifically targeted at unemployed young people - up to 29 years old. It is split between 300 hours bootcamp training and 350 hours working in a company. Recodeme is based in Lisbon, but the program also works online.

### UPskill

[UPskill](#)’s purpose is to requalify unemployed professionals so that they can enter the tech market. Their programs usually last 6 months and comprehend a 3-month internship phase as well. This initiative is part of [Portugal INCoDe.2030](#).

### Other companies doing this

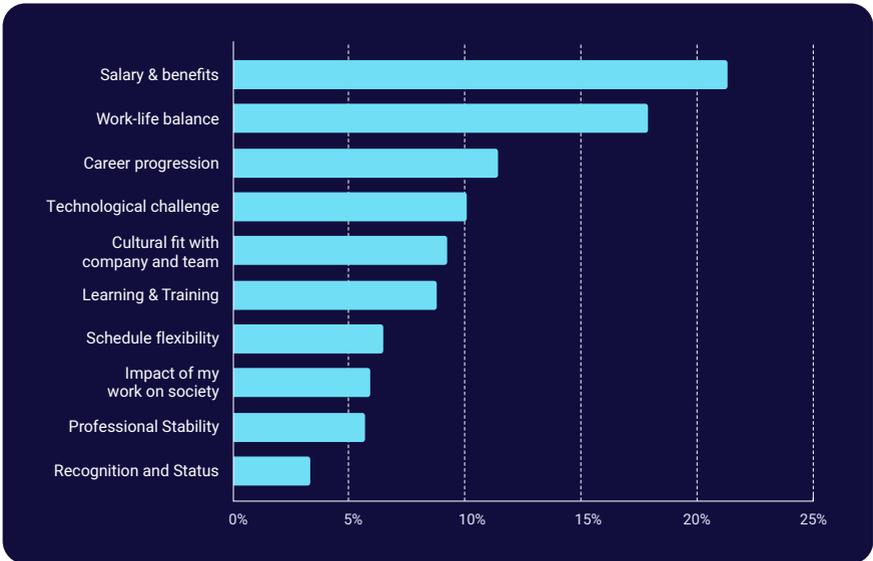
With so many IT companies coming to set up their businesses in Portugal, the Portuguese tech companies are facing serious competition when attracting high-quality talent. So a few host boot camps of their own or create partnerships with established boot camps to hire their students. Such examples are Novabase, Critical Software or OutSystems.

## Gender diversity (and all kinds of diversity)

A [Eurostat report](#) states that, in 2018, of the almost 15 million EU scientists and engineers, 59% were men and 41% women. In Portugal, the amount was almost identical for each gender, with 50.6% men and 49.4% women.

According to the [Global Gender Gap Index 2022](#) rankings, Portugal is 29th out of 146 countries, ranking number 1 in indicators such as the Percentage of professional and technical workers, the Percentage of enrolment in secondary education or the Percentage of enrolment in tertiary education. In its [Overall Best Countries Ranking 2021](#), US News & World Report rank Portugal #29 out of #78 in "Best Countries Overall" and #14 in "Racial Equity".

## International talent in the local ecosystem



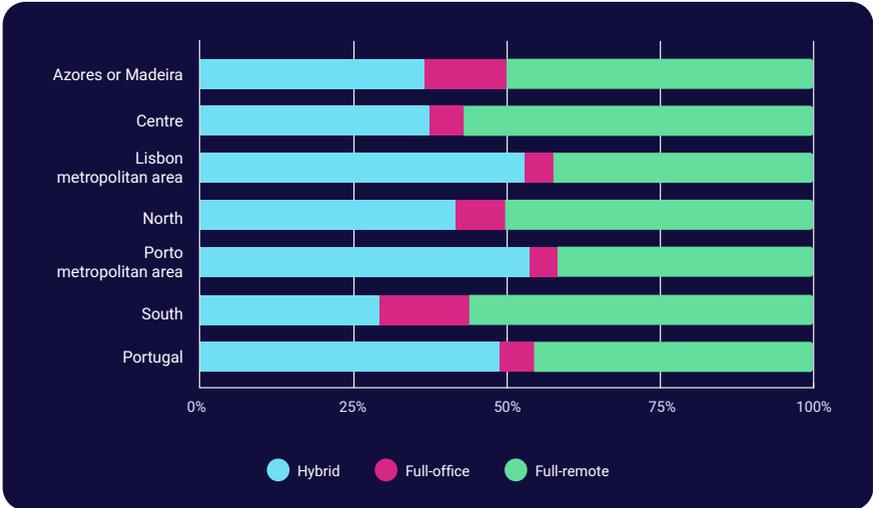
Overall career drivers for tech professionals in Portugal  
Source: Global Tech Talent Trends 2022 © Landing.Jobs

The percentage of international tech professionals in Portugal is relevant and increasing – but there are differences as to what they value in the first place:

- **Non-locals** tend to factor in the technologies they get to work with, the compensation and the work-life balance
- **Locals** strongly favour the work-life balance first, and then career growth opportunities and compensation and benefits

## Working remotely

However different, one thing is common: both local and non-local tech professionals tend to value the flexibility of working remotely A LOT. When recruiting in tech, this is very important to manage expectations, as companies who have this type of remote working flexibility usually have a broader pool of candidates.



Remote work status by region  
Source: Global Tech Talent Trends 2022 © Landing.Jobs

A mere 6% of tech professionals overall work in a full office job (the Islands and the South are the regions most contributing to it), while the remaining ones divide

themselves pretty equally between hybrid and full remote. There is no doubt that remote work, in its many forms, is no longer a nice-to-have option, but instead mandatory.

This also affects how the tech salaries have been changing – but with a decent payroll service (Landing.Jobs can tell you more about this), companies can actually enjoy all the full-time benefits of hiring remote workers in Portugal without the associated risks.

By employing tech professionals in Portugal, you can unlock several advantages that provide a competitive edge:

- All the benefits of full-time employment without the commitment
- Lower overheads
- Lower salaries than the EU average, whilst also offering great salary package
- A reliable, talented tech team in one location
- Access to a highly skilled tech labour market
- Less competitive recruitment market.

## Tech career expectations

In the tech world, there are usually two types of careers:

1. Those who want to progress into more management-like positions (as team leads, project managers, etc.)
2. Those who prefer to advance in their careers as individual contributors and be specialists in a certain technology.

From an employee motivations and professional goals point of view, other than the manager/specialist split, you'll also find that:

- Some prefer working for a product company, where usually pay is higher
- While others would rather work for a project company (like consulting businesses).

In Portugal, though, as a small country geographically, people tend to embrace more generic, less specialised careers. The Portuguese tech community also tends to be more concerned with job security rather than salary – so **it's really important that you express your will to invest in Portugal for the long run when hiring here.**

## The tech recruitment process

Because tech candidates are now much more savvy, confident and proactive, they usually prefer to control the process when looking for new opportunities.

### Understand how candidates look at the Recruitment Process and the effort it takes to hire them

#### Passive candidates (75%)

15% are **completely satisfied** with their current role and don't want to move

#### Away

- ↑ Events (shared knowledge)
- ↑ Content

15% are not looking, but are **chatting with their close personal network** about opportunities

#### Thinking

- ↑ Employer Branding
- ↑ Referrals

45% say they are not looking for a job, but are **open to talking to recruiters** about career opportunities

#### Gathering information

- ↑ Ads/Social Media
- ↑ Candidate Search
- ↑ Direct Approach

#### Active candidates (25%)

25% are **actively looking** for opportunities

#### Applying

- ↑ Job Boards
- ↑ Events (Job Fair)

So, here's some advice from Landing.Jobs:

- 1. Don't just look for top talent** – There's also a place for talent who want to learn and grow.
- 2. Invest time in building a good job description** – A good job description increases conversion rates, so resort to specialists and test to find out what works best. You never get a second chance at making a good first impression.
- 3. Be clear** as to what you're looking for.
- 4. Understand your place** in this (tech) world – Nowadays, talent mostly wants to work for projects, not for a specific company, so be more specialized when selling your company's employer brand.
- 5. Bet on an incremental tech recruiting process** – Have a brief initial call for some context, and then run a tech test and/or interview. Down scale it into a test that is a few minutes long (having a 3-hour test for a tech assessment can be too much; although the opposite, 10-step recruiting processes, don't work either). Note that, although tech tests are common, they usually have low reply rates.

## Tech professionals market context

Every year, Landing.Jobs polls its portuguese tech professionals community to understand their context, motivations and salaries, creating the [Global Tech Talent Trends](#). Below, you can find some of the most interesting findings:

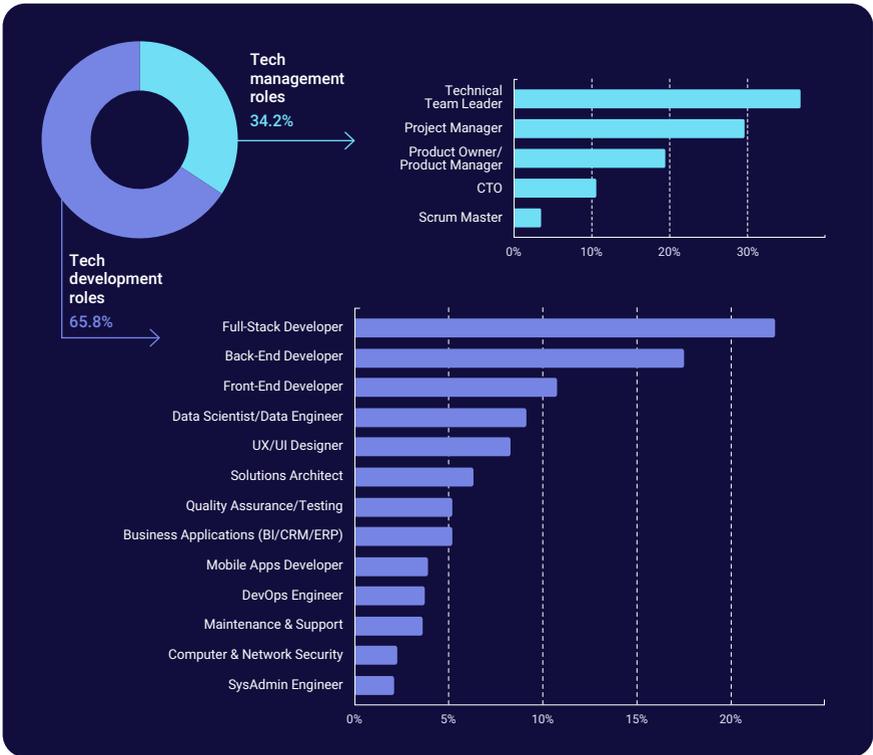
### → Highlights

- The **average gross annual salary** for a developer in Portugal is around 44.449€;
- Full-stack, Back-end and Front-end Developers are the most **popular tech profiles** in Portugal;
- SQL is the most used language (15.9%), and in terms of **programming frameworks**, .NET is the most popular one (12.9%);

- Among the more used languages, Ruby, Kotlin and Bash/Shell/PowerShell offer **higher salaries**.

### → Job Role distribution

Not surprisingly Full-stack + Back-End + Front-End Developers are in the top places of this list for technical positions, totalling more than 50%. Technical Team Leaders and Project Managers are relevant in more managerial roles.

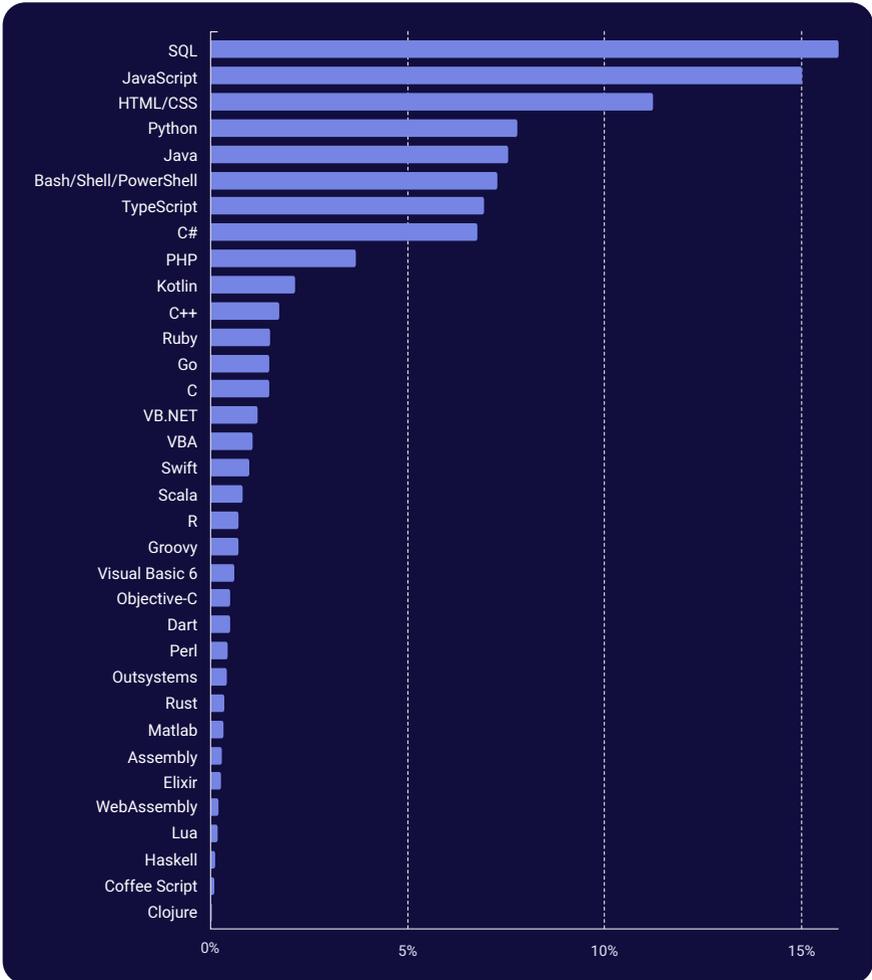


Job Role distribution

Source: [Global Tech Talent Trends 2022](#) © Landing Jobs

## → Most popular tech stacks

SQL wins. The more 'classical enterprise' languages (Java and C#) still make a go at the top rank, showing it's heavy usage not only in large companies but also in some smaller organisations. Python is still in a rising tendency like last year, as well as TypeScript who shows an increasing swing.



**Most Popular Programming Languages**  
Source: [Global Tech Talent Trends 2022](#) © Landing Jobs

### → Contractors vs Permanent Employees?

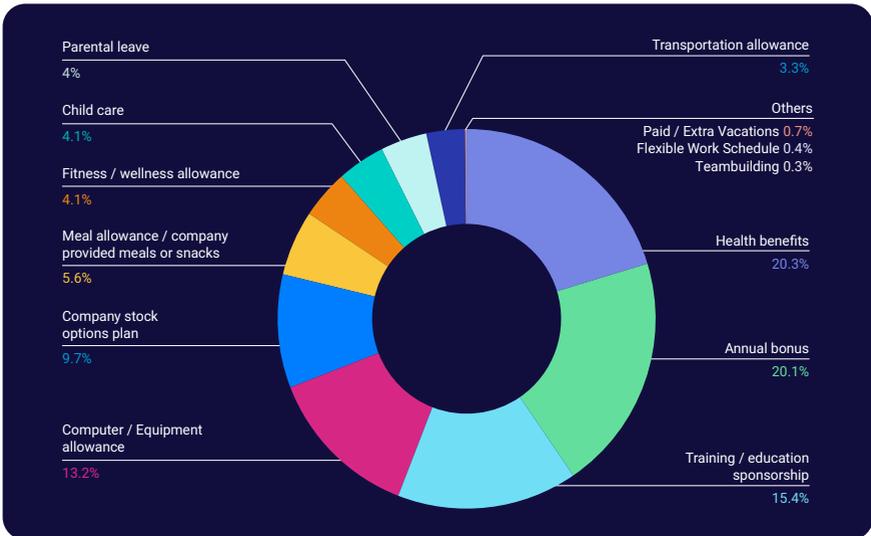
Almost 9% of Portuguese tech professionals work as Contractors, having increased 2% since last year (the remaining are Permanent Employees). Most of the tech Contractors in Portugal are residing in the South, perhaps a sign that the region is providing attractive conditions for them to live and work. Second and third place go to the Center and the Islands.



**Geographical distribution of Contractors in Portugal**  
 Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

### → Which perks motivate tech professionals the most

Although factors like age and family situation have an impact, most Portuguese tech talent prioritise Health benefits and Annual bonus. In 2021's report, we saw that stock options were not that popular among Portuguese tech talent, however this year they have gained some momentum.



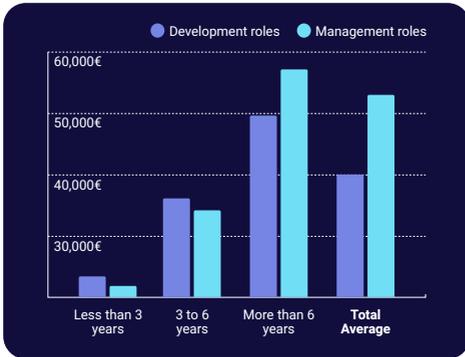
**Most valued job perks for tech professionals in Portugal**  
 Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

## The big variable: tech salaries

As an HR Director puts it, “you don’t have to be an economist to know that the more successful a city becomes, the higher its salary levels are likely to be. It would be foolish to suggest that there hasn’t been wage inflation in the Portuguese tech industry, especially in its key centres – Porto, Lisbon, Aveiro, Braga, etc.”.

However, when compared to other global tech hubs, Portugal’s tech talent has the same quality but still comes at affordable prices. “Our research suggests an average software engineer in Portugal will typically command a salary of 25.000€ (3-6 years work

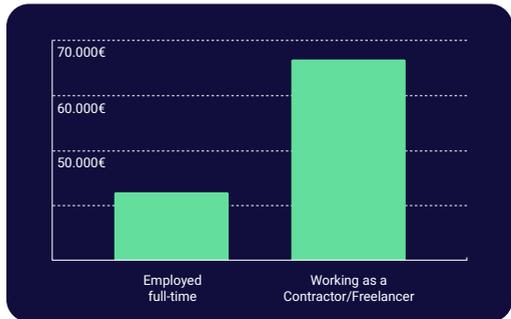
experience, full office job) whereas in Berlin, Paris, Dublin or London the same individual will cost anywhere between €50,000 and €60,000.” Although our 2022 report indicates that the overall average salary for IT professionals in Portugal has risen to 44.449€, it’s still lower when compared to other major European capitals. And it’s very likely that new companies still have time to take advantage of this low-cost tech talent pool.



Average salaries by job role category and experience  
Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

### → Salary by employment type

Good news for freelancer/contractor wannabes: on average they will earn 57% more than the regular full-time employees. Furthermore, this difference is in rising tendency.



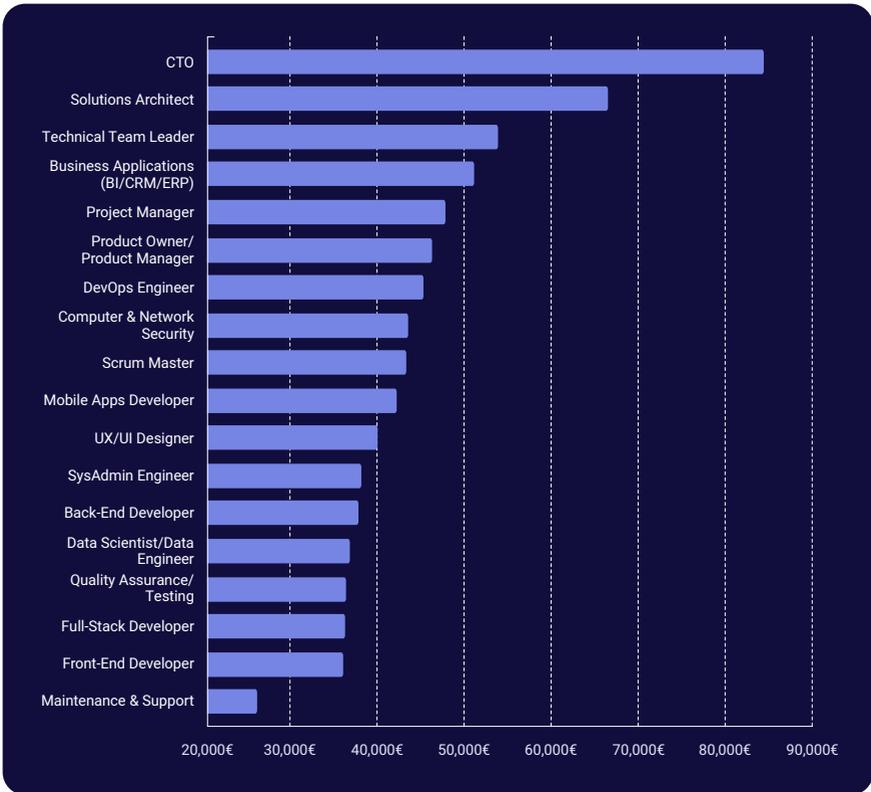
Average salaries by employment type  
Source: [Global Tech Talent Trends 2022](#)  
© Landing.Jobs

## → Salary by job role

Being a solo developer hero without any other responsibilities, comfortable as it might be, will, generally speaking, limit salary progression. Managerial positions offer the highest salaries.

Amidst more technical positions, Solutions Architect, Business Applications and DevOps lead the top. Mobile developers continue to fare well when it comes to salary, even though its market isn't growing like it was years ago.

Front-end Developers and Maintenance & Support professionals are the most affordable in Portugal.



Average salaries by job role  
Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

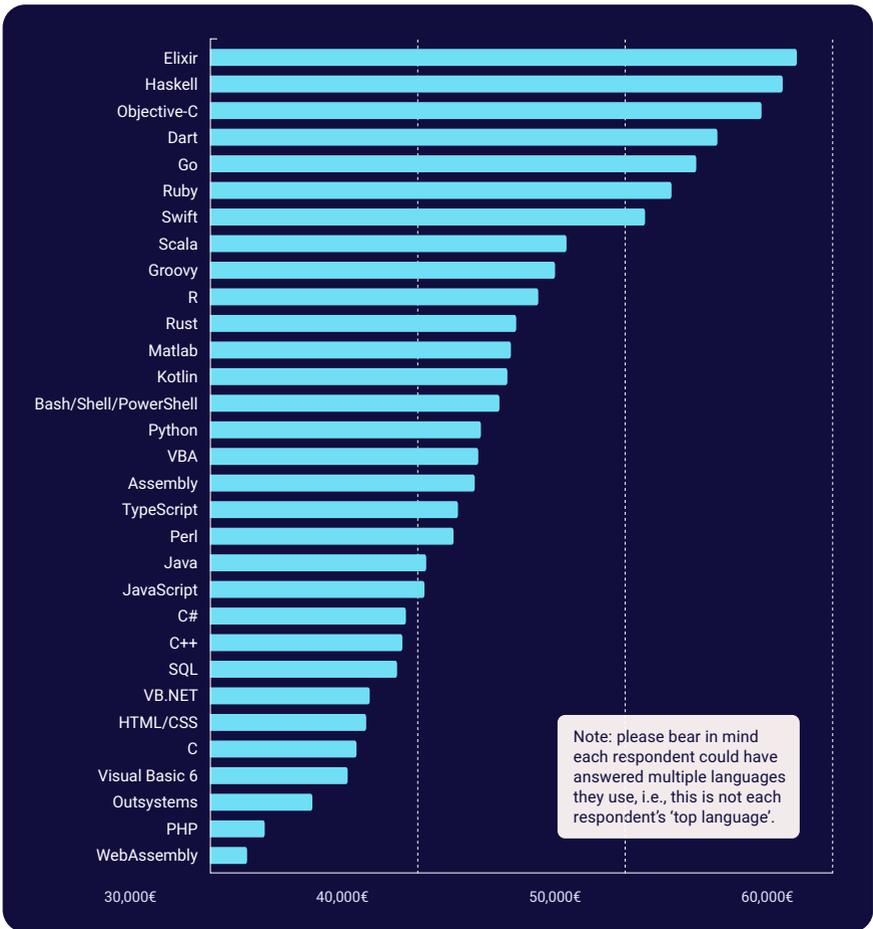


📍 Ponta da Piedade, Lagos

### → Average salary by programming language

Niche programming languages lead the salary war, as would be expected, but Elixir takes the ultimate prize.

Among the more used languages, Ruby, Kotlin and Bash/Shell/PowerShell offer higher salaries. Widely used languages like Javascript, SQL, HTML/CSS are no longer salary differentiators by themselves.



Average salaries by programming language  
Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

## → Salary by job role vs experience

To round this up and, generally speaking, the Portuguese gross tech salaries per year are as follows (average, minimum and maximum values).

### Contractors

Job Role	Salary
CTO	<b>136,000€</b> (85€/h)
DevOps Engineer	<b>78,505€</b> (49.2€/h)
Solutions Architect	<b>76,031€</b> (47.5€/h)
Technical Team Leader	<b>72,886€</b> (45.6€/h)
Data Scientist/Data Engineer	<b>72,000€</b> (45€/h)
Quality Assurance/Testing	<b>72,000€</b> (45€/h)
Full-Stack Developer	<b>66,067€</b> (41.3€/h)
Back-End Developer	<b>60,833€</b> (38€/h)
Mobile Apps Developer	<b>60,560€</b> (37.9€/h)
Product Owner/Product Manager	<b>60,509€</b> (37.8€/h)
Scrum Master	<b>60,000€</b> (37.5€/h)
Project Manager	<b>56,274€</b> (35.2€/h)
Business Applications (BI/CRM/ERP)	<b>55,000€</b> (34.4€/h)
UX/UI Designer	<b>51,547€</b> (32.2€/h)
Front-End Developer	<b>46,000€</b> (28.8€/h)

Note: Contractors annual gross salaries are calculated multiplying the hourly value by 10 months and by 160h work per month.

## Permanent Employees

Technical Job Roles	0 – 3 years	3 – 6 years	6+ years
Mobile Apps Developer	20,971€ (+5.2%)	32,393€ (+0.8%)	50,913€ (+23.6%)
Back-End Developer	23,187€ (+12%)	35,546€ (+20.3%)	44,188€ (+20.2%)
DevOps Engineer	22,743€ (+26%)	42,630€ (+34.8%)	53,000€ (+48.1%)
UX/UI Designer	19,245€ (-2.6%)	25,053€ (+10.2%)	50,345€ (+42.4%)
Front-End Developer	21,663€ (+18.3%)	37,865€ (+49.3%)	46,042€ (+31.4%)
Data Scientist/Data Engineer	24,935€ (+15.8%)	36,327€ (+26.4%)	44,931€ (+32%)
SysAdmin Engineer	32,000€ (+56.1%)	41,067€ (+67.6%)	39,113€ (+17.8%)
Full-Stack Developer	23,025€ (+28.9%)	33,134€ (+33.5%)	40,068€ (+26.9%)
Business Applications (BI/CRM/ERP)	20,986€ (+25%)	30,614€ (+22.5%)	60,854€ (+93%)
Quality Assurance/Testing	24,855€ (+19.3%)	34,258€ (+47.1%)	40,411€ (+31.3%)
Maintenance & Support	21,900€ (+35.7%)	19,802€ (-19.4%)	28,792€ (+0.1%)
Computer & Network Security	20,000€ (+1.8%)	31,627€ (+15%)	51,673€ (+79.7%)

Note: Percent Variations from 2020 Report

Managerial Job Roles	0 – 3 years	3 – 6 years	6+ years
CTO	*	<b>36,700€</b> (-14.9%)	<b>82,590€</b> (+30.1%)
Technical Team Leader	<b>18,000€</b> (-24.2%)	<b>37,954€</b> (+15.9%)	<b>54,480€</b> (+18.2%)
Product Owner/ Product Manager	<b>22,500€</b> (+42.1%)	<b>33,425€</b> (+33.1%)	<b>51,121€</b> (+15.5%)
Project Manager	<b>20,495€</b> (+21.8%)	<b>25,640€</b> (+1.5%)	<b>50,378€</b> (+23.8%)
Scrum Master	*	<b>42,800€</b> (+22.3%)	<b>40,935€</b> (+2.2%)

Note: Percent Variations from 2020 Report

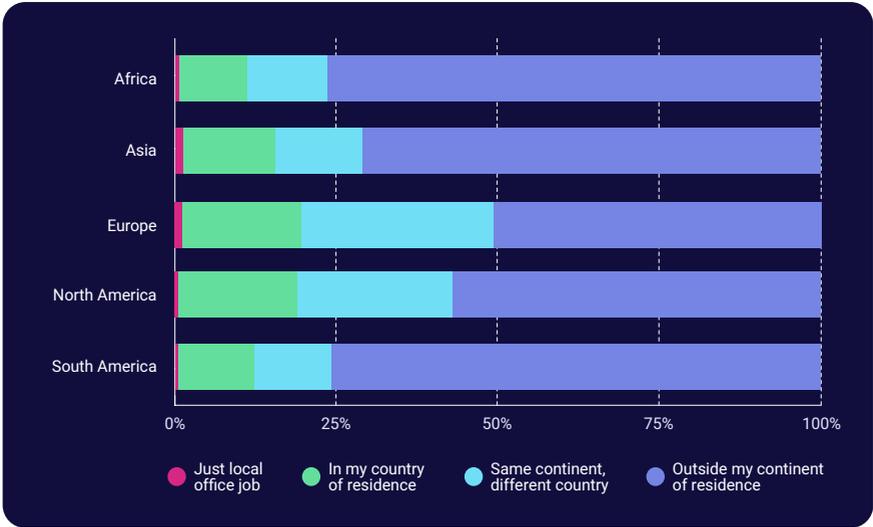
\* not enough data points for a good statistical degree of confidence

## → What about Global tech talent?

As written above, aside from local talent, Portugal is also a great platform to tap into global tech talent pools, both to work remotely from their resident countries or to relocate to Portugal.

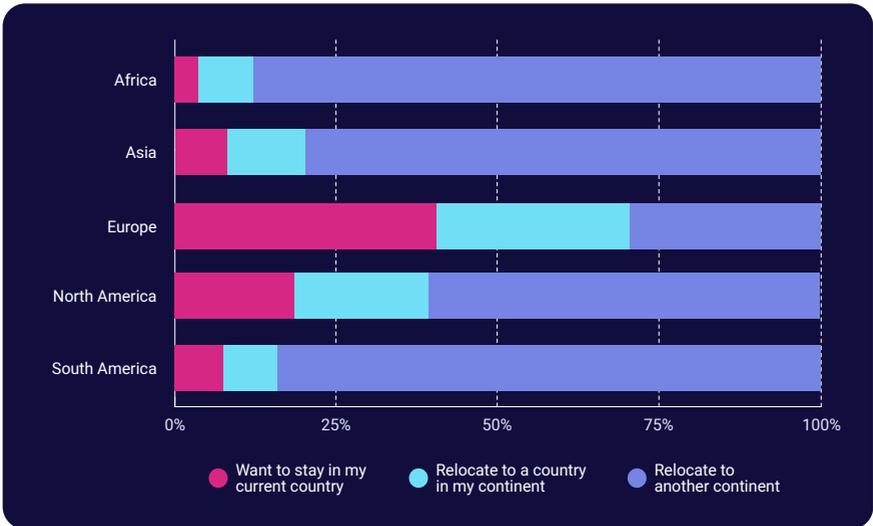
As seen in the charts below, the vast majority of global tech talent is very open to work remotely for companies in other countries, or relocating to other countries/continents, especially if the tech talent is from South America, Africa or Asia.

Portuguese Government policies are progressively geared towards the attraction of global tech talent, with a set of VISA, fiscal and accommodation initiatives that make it easier for tech talent to come to Portugal.



Openness to work remotely for a company, by continent of residence

Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs



Openness to relocate to another country, by continent of residence

Source: [Global Tech Talent Trends 2022](#) © Landing.Jobs

## Chapter 4

# Setting Up a Business in Portugal



We've previously covered that Portugal is one of the easiest places in the world for expats to settle in – so what about setting up a business here?

Well, no surprises there either: Entrepreneur Europe says "Lisbon has now climbed to fourth in a global list of the best places to start a new business (according to freelance marketplace PeoplePerHour's Startup City Index), leaving a list of rivals that includes San Francisco and London in its dust. (...) In fact, a report from Startup Europe Partnership found Portugal's start-up ecosystem is now growing twice as fast as the European average."

"There are no restrictions in Portugal as to foreign investment", AICEP says: investors can't be discriminated against based on their nationality, a Portuguese shareholder is not mandatory and there are no limitations on profit or dividend repatriation. "The rules that will apply to a foreign investor are the same that rule the national investment and the foreign investment is not subject to any special registration or notification to any authority."

Here's some more info on the main government incentives to set up a business in Portugal – some we've already covered, and a few of them are only available in Portuguese (PT):

#### **General**

- [Portugal 2030](#) – European Funds (PT)
- [Startup Portugal](#) – One Stop Shop

#### **Commerce investment**

- [IAPMEI](#) – Agency for Competitiveness and Innovation (PT)
- [AICEP](#) – Invest in Portugal

#### **Tourism investment**

- [Turismo de Portugal](#) – Support to Investment

### Incentives to the creation of jobs

- [Co-funded Internships](#) – IEFP – Institute for Employment and Vocational Training (PT)
- [Temporary Exemption of the Social Security Tax](#) – Social Security Institute (PT)
- [Other initiatives and incentives](#) – IEFP (PT)

### Lisbon-specific

- [CML](#) – Incentives to investors, companies and entrepreneurs

### Madeira Island-specific

- [International Business Centre of Madeira](#) - offers benefits to international services activities

## Getting your personal taxes right

Whether you're relocating, working or retiring in Portugal, you'll most likely be considered a tax resident in Portugal – which means you'll have to pay the Portuguese income tax (IRS, in Portuguese) on your worldwide earnings.

If you live in Portugal for less than 183 days and don't have a permanent residence here, you're not considered a tax resident, and usually will only pay Portuguese income tax on your earnings or salary in Portugal, i.e., any Portuguese-sourced income, but you should always confirm this with the authorities of your country of residence. Furthermore, you should declare on your tax return in your country of residence.

You can now apply for NIF (Tax ID) through [e-residency](#) Portugal. "The concept of E-Residency program combines the possibility to assign a digital identity and access to professional and business activity in Portugal and to Portuguese online public services through the identity verification of a non-resident citizen or company. When you become an e-resident, you can register your company online and run your business remotely hassle-free", according to their website.

## Earnings subject to income tax in Portugal

You have to pay personal income taxes in Portugal for:

- **Employment income** – wages and salaries, remunerations, commissions, percentages, and other fringe benefits in Portugal
- **Self-employment income** – from a job or business in Portugal
- **Investment income** – profits from assets and investments
- **Rental income** – from any properties you rent in Portugal
- **Capital gains** – profits from selling a property, assets, or shares in Portugal
- **Pensions in Portugal** – including private pension plans
- **Dividends** – even if received from a foreign company
- **Royalties** – even if received from a foreign company

The Portuguese personal income tax is progressive, starting at 14.5% for earnings up to €7,116, and rising to 48% for earnings over €75,009.

If you're a tax resident in Portugal, you can deduct a few income tax allowances from your income, or use them as limited tax credits to reduce your income tax (such as general family, health or educational expenses).

A few daily expenses are exempt from the Portuguese income tax:

- **Meal allowance** (up to €4.77 in cash or €7.63 in prepaid meal cards per worked day)
- **Daily business travel allowance** (up to €50.20 within Portugal or €89.35 abroad; for managers and administrators in Portugal it's €69.19 and for those abroad €100.24)
- **Travel expenses** (up to €0.36 per kilometer, depending on means of transport and number of employees traveling).

## Self-employed business owners and contractors

The money you earn via your business will be treated as personal earnings if:

- You're self-employed as a sole trader or freelancer
- Your business operates as an unincorporated entity (e.g. a limited liability company with only one owner) providing any of the activities listed in [CIRS](#) (Personal Income Tax Code)
- You receive salary, dividends or capital gains from your own company, regardless if the company is an unincorporated entity or not.

On these occasions, you'll be taxed as personal income tax rather than as corporate income tax in Portugal. Income from self-employment is taxed either under a "simplified regime", or based on the taxpayer's actual accounts.

If you qualify for the simplified regime (provided your gross annual income [doesn't exceed €200,000 in one year](#)), then only 75% (at the most) of your income is taxed at progressive rates.

**Note that residents with high-value activities can have a simplified flat rate tax of 20% for self-employed income, as explained below.**

## Portuguese income tax benefits

### → Non-habitual residents

Portugal has a tax arrangement for anyone looking to relocate to or retire in Portugal – the Non-Habitual Resident (NHR) tax code. People with an NHR status don't have to pay taxes in Portugal for taxable income they receive from abroad (employment, business, investment, rental, capital gains or pension), they just need to declare that income in Portugal. Plus, any income gained from inside Portugal is taxed at a flat rate of 20%. Exceptions may apply to this rule, which you should consult beforehand ([Living in Portugal](#) and [Deloitte](#) have information on this).

To be eligible for the NHR regime, you must be resident in Portugal (living in the country for more than 183 days) and not have been resident in the previous 5 years. This special status is granted for 10 years, which can be enjoyed intermittently. Applications can be submitted online by March 31st of each year.

### → Protection from double taxation

There are tax treaties among all EU countries, as well as with some non-EU ones, that prevent double taxation. Savings income moved between one EU member state, subject to interest taxes, are also fairly taxed following an EU directive.

## → Other benefits

Architects, engineers, doctors, university professors, auditors and tax consultants may also be eligible for tax benefits (but it's best to look for professional advice to understand all the tax implications).

## Submitting your Portuguese tax return

As an employer in Portugal, you'll have to deduct income tax contributions from your employees' salary (Pay-as-You-Earn, PAYE), as well as submit your own annual Portuguese tax return if you are a tax resident.

All tax residents have to submit an annual, self-assessment Portuguese tax return from April 1st to June 30th, regarding the previous year, and you can do it online.



If your tax return is late or incomplete, you may have to pay a penalty of €200 to €2,500. If your payment is late, you can be penalised from 10% to double the tax's value, up to a maximum of €55,000 (plus interest).

Before you submit your taxes, or even before you engage in any employment or business activity in Portugal, you need to register at a local tax office, who will then issue your Portuguese income tax number, and it's strongly advised to also get your tax authority web portal password.

## Paying Social Security

Employers, employees and the self-employed have to contribute to the Portuguese Social Security system.

### **As an employer, you have to pay contributions on behalf of:**

- Your employees under contract
- Your board members.

In both situations, you pay 23.75% of employees' Social Security, while employees pay only 11%. The employer contribution is deductible for corporate tax purposes. If you're hiring professionals looking for their first job, you can benefit from a tax incentive consisting of a temporary reduction of 50%. Conditions may apply, so check them with [Social Security](#) first.

### **If you're self-employed:**

- You don't need to pay Social Security for the first 12 months of your business activity
- You pay 25.17% as a sole trade contractor
- You pay 21.4% as a freelancer
- You pay Social Security based on your average income level from the previous trimester, which incide on 70% of its total.

## Setting up a company

Setting up a business in Portugal is easy, fast and simple. As long as you and any

additional shareholders have all the documents “in hand”, you can incorporate your company on the spot or online.

## → The types of companies you can incorporate

If you’re investing in Portugal by creating a Portuguese company, you first need to decide on the type of company you want to incorporate.

Any type can be used for an investment, but the most commonly used structures are:

1. Public Limited Liability Company (PuLLC)
2. Private Limited Liability Company (PrLLC)
3. and Sole Shareholder Private Limited Liability Company (SSPLLC).

Here’s a brief comparison, courtesy of AICEP:

	<b>PuLLC</b> ("Sociedade Anónima")	<b>PrLLC</b> ("Sociedade por Quotas")	<b>SSPLLC</b> ("Sociedade Unipessoal por Quotas")
Incorporation and registration costs	Approx. € 700		
Duration of the whole process	Approx. 2 weeks		
Minimum number of shareholders	Five (or one, if incorporated by a corporate entity)	Two	One
Formal requirements	Written deed of incorporation (with officially certified signatures) and registration with the Commercial Register		
Minimum registered share capital	€50 000,00	Two euros	One euro
Capital contribution at incorporation	70% of the cash contributions can be postponed for a 5 years' period. The issuance premium (if existent) can't be postponed.	Contributions in cash can be postponed for a 5 years' period. Shareholders can officially declare the share capital will be deposited in a bank account opened in the name of the new company until the end of the first tax year.	50% of the cash contributions can be postponed for a 5 years' period. The sole shareholder can officially declare the share capital will be deposited in a bank account opened in the name of the new company until the end of the first tax year.

## Setting up is simple

You can set up a new company with Empresa na Hora in less than an hour at any single “On the Spot Firm” desk, available all over the country (regardless of the location of the company’s headquarters); or you can choose to incorporate your company online.

Here’s a brief comparison, courtesy of AICEP:

On-the-spot firm	Online set-up
Costs in case of pre-approved corporate name* <b>€360</b>	Costs in case of pre-approved Memorandum of Articles of Association’s template* <b>€220</b>
Costs in case of prior request of the corporate name approval certificate* <b>€435</b>	Costs in case of customized / tailor-made Memorandum of Articles of Association* <b>€360</b>
Companies with scopes of activity related to technology and investigation* <b>€300</b>	<b>Where?</b> At <a href="#">Espaço Empresa</a>
<b>Where?</b> At Espaço Empresa (“Company Space”, with locations across the country) Telephone: 707 10 10 99 From abroad: (+351) 289 106 540 Weekdays, from 9 am to 5 pm <a href="mailto:info.portaldaempresa@ama.pt">info.portaldaempresa@ama.pt</a>	

\* The above amounts include the online publication of the incorporation registry.

## On-the-spot firm

You have to personally attend one of the competent services to set up a firm on the spot (there’s a list on the On-the-Spot Firm website).

Once company setup is completed, shareholders receive an access code to the online commercial registry certificate, the Social Security number and other relevant information.

The commercial registry office will also issue the electronic company card, which is the company's ID card and includes the Corporation Identification Number and the company's code(s) of activity, its legal nature and its date of incorporation.

Note that your company's business purpose is associated with a CAE (economic activity classification) code, which identifies your scope of operations. Invest Lisboa clarifies that "each company will be registered under a main code and up to three secondary codes".



Note also that even if you don't need office space, you still have to register a place of business where all official correspondence (namely from the Tax Authority or Social Security) will be sent.

Shareholders then have to deposit the share capital within 5 days after the incorporation. Private Limited Liability Companies and Sole Shareholder Private Limited Liability Companies can declare in the incorporation document that the share capital will be deposited in a bank account opened in the name of the new company until the end of the first tax year.

You'll then have 15 days to file a "commencement of activity statement" with the tax services.

## Online set-up

When compared to the on-the-spot firm incorporation, one of the biggest advantages is the 40% reduction in administrative fees. The only catch here is: if there are any payment-related errors, you'll need to go to the National Registry of Corporations in person to fix the situation.

After submitting your application online and the information is validated, this is what mainly happens:

- You'll get an application confirmation email
- You'll get an incorporation confirmation email
- You'll get the commercial registry certificate, the company's card and all payment receipts sent by post to your company's registered address
- Your company's registration is published online at the Ministry of Justice
- You'll notify the tax authorities of your "commencement of activity" within 15 days
- You'll notify the Social Security services of the company's incorporation
- You'll receive a user ID and password to manage the Internet domain of the company's website and corporate email addresses.

## Branch set-up

To set up a branch office of a foreign company, the steps are conducted via Sucursal na Hora ("On the Spot Branch"), yet they are very similar.

You'll also have to personally attend one of the competent services, and bring the following with you:

- Identification document (identity card or passport) of the legal representatives of the company
- Proof of representation powers for setting up the branch (as applicable)
- A document with less than 6 months that proves the entity setting up the branch legally exists
- Complete and updated text of the articles of association or bylaws of the entity setting up the branch
- Minutes or corporate resolutions approving the opening of the branch and appointing the corresponding representative, who must be duly identified (full name, address and NIF).

Note that documents in foreign languages must have a corresponding translation (unless they're written in English, French or Spanish and the official masters that language). The registration services may request the respective legalisation when there are justified doubts as to their authenticity.

Certain companies (such as insurance companies, credit institutions and financial institutions with head offices in other countries) need a prior authorization to set up a permanent representation in Portugal, which you'll also need to bring with you to the registration services.

When all documents are verified, you'll then decide on the type and the name of the branch – and include in its designation the term “permanent representation” (“representação permanente”), “branch” (“sucursal”) or some other equivalent.

The rest of the steps for the set-up of your branch are also very similar:

- The foreign company (“mother company”) will be assigned a tax number for non-resident companies
- Your branch will be assigned a CAE, according to its core business
- The branch is immediately registered commercially
- You'll get an access code to the online commercial registry certificate and the Social Security number of the branch
- The commercial registry office shall also issue a digital corporate card
- You'll notify the tax authorities of your “commencement of activity” within 15 days.

## Useful Services

Fortunately, most public services in Portugal are now delivered online. Here's a list of some of the most useful ones to set up a company, a couple of them only available in Portuguese (PT), powered by Invest Lisboa:

[“On the Spot Firm”](#) – “Empresa na Hora”

[“On the Spot Branch”](#) – “Sucursal na Hora”

[aicep Portugal Global](#) – Portuguese Trade & Investment Agency

[Institute for Registration and Notary Affairs \(IRN\)](#) – Civil, commercial and land registry services to private individuals and companies (PT)

[Business Spot Desk/Entrepreneur Service Desk](#) – Single service desk based on a multichannel service model: face-to-face, digital, digital-assisted and by phone

**[“On the Spot Branch”](#)** – “Sucursal na Hora” (PT)

**[“On the Spot Association”](#)** – “Associação na Hora” (PT)

**[Portuguese Institute of Industrial Property \(INPI\)](#)** – Patent and trademark registry

**[Economic Activity Classification \(CAE\)](#)** – Each CAE refers to an economic activity

**[Export Helpdesk](#)** – Online portal to access the EU’s single market, with info on EU tariffs, requirements, preferential arrangements, quotas and statistics relating to imports from trade partner countries

## Where to drop anchor

To help you find your perfect business location in Portugal, AICEP has a very useful tool called [Portugal Site Selection](#). This is a free public platform, available in Portuguese and English, to help search for the best location for investment projects in Portugal.

You can also find spots within Lisbon’s entrepreneur community on the [Made of Lisboa](#) website.

And whether you’re looking to lease or buy real estate, below you’ll find a very extensive list of online resources, courtesy of Invest Lisboa:

**[Baía do Tejo](#)** – Business and logistic parks

**[Real Estate Exchange](#)** (Bolsa de Imóveis) – Social Security (PT)

**[Portal do Imobiliário Público](#)** (PT)

**[Electronic Sale of Powned/Seized Real Estate](#)** – Tax Authority (PT)

**[e-Auctions Portal](#)** – Solicitors and Enforcement Agents National Association (PT)

[Citius](#) – Sale of Seized Property (PT)

**Banks** (real estate sold by banks)

- [Caixa Geral de Depósitos](#)
- [Millennium BCP](#)
- [Crédito Agrícola](#) (PT)
- [Montepio](#) (PT)
- [Bankinter](#) (PT)
- [Banco Santander](#) (PT)

**Real Estate Portals**

- [Casa Sapo](#)
- [Imofilter – Imóveis Empresariais](#) (PT)
- [Imovirtual](#)
- [Idealista](#)
- [BPI Imobiliário](#) (PT)

**Other Portals**

- [CustoJusto](#) (PT)
- [OLX](#) (PT)

## Where to set up a Lisbon office

Lisbon is definitely a city worth considering due to the low cost of its office space, especially when compared to other European cities. In 2021, [Statista](#) reported that the average rental square metre price per year is €300 for prime office properties in Lisbon. In Paris, it is €930, Dublin €619 and London a whopping €1,492.

In the end, the cost of office space really depends on whether you have full blown offices or just a desk at a local coworking space.

So, let's now dive more deeply into the coworking space waters, with a table in Lisbon's best spots.

Where	What	For how much
<a href="#">A Base</a>	Opened September 2020 with both desks and private rooms for up to 4 people (suites)	Dedicated desks start at €165 + VAT
<a href="#">Avila Spaces</a>	Two separate locations, both aimed at long-termers like start-ups and freelancers. Shared kitchen, lockers, and lounge area.	From €183 + VAT per month, a day pass at 40€+ VAT and a 10 Days Pack also available
<a href="#">Factory Lisboa</a>	A 12,000 square metre start-up campus + Houses national and international technology, innovation and creative entities	Opening in Q4 2022

Where	What	For how much
<a href="#">Heden</a>	Their four locations in Lisbon provide spacious flex desks, fixed desks and private offices	Availability is limited and prices are on demand.
<a href="#">IDEA Spaces</a>	Three different spaces in Lisbon, with a fourth opening soon. All the spaces are included in the same membership	On demand
<a href="#">Impact Hub</a>	In a new downtown location since 2021, they provide incubation, pre-acceleration and acceleration programs + Welcomes freelancers and start-up entrepreneurs	From €50 + VAT for 1 day/week membership to €200 + VAT for the 5 days/week fixed membership
<a href="#">LACS</a>	A creative cluster that offers flexible workspaces. Currently available in Lisbon, in three locations: Cascais, Anjos and Estrela (Conde d'Óbidos)	From €120 per month for a shared desk, €175 for a dedicated desk, €220 for a private studio, among other plans (prices exclude VAT)
<a href="#">Lisbon WorkHub</a>	Start-up and entrepreneur funding in partnership with Amsterdam Venture Partners + Bike storage + Lounge	From €15 + VAT per day to €165 + VAT per month
<a href="#">NOW_Beato</a>	Over three floors, with room for events, business meetings, start-up offices, and co-working space. They offer fixed desks, hot-desking, nomad (without desk) and private studios for companies and teams	Hot desk for €100/month and fixed desk for €180/month (VAT included)
<a href="#">Outside Cowork Cafe</a>	With a central location, fast WiFi, meeting rooms and flexible hours. Daily, weekly, and monthly passes available	€150 (VAT included) for the monthly pass
<a href="#">Places</a>	An old cinema turned into a three floors coworking space that includes a terrace, a kids place. and a personal assistant	On demand
<a href="#">Resvés</a>	Several phone booths, lounge areas, an outdoor terrace and a fully-equipped kitchen with free coffee, tea, and fresh fruits	Day passes from €20 + VAT and monthly dedicated desk from €200 +VAT
<a href="#">Second Home</a>	Break-out spaces for calls and quick meetings	From €235 + VAT for a hot desk or 340€ for a permanent desk

Where	What	For how much
<a href="#"><u>Selina – Secret Garden Lisbon</u></a>	Cowork, coliving and temporary hosting options. It not only has a garden but also a swimming pool	From €12/day for a hot desk or €189/month for a dedicated desk
<a href="#"><u>The Block</u></a>	The Block was born as a space for professionals and enthusiasts in blockchain and crypto, but it is now open to people from different communities	Day desk from 15€ + VAT and fixed desk from 250€/month + VAT
<a href="#"><u>TTcoW</u></a>	Time To coWork has flexible and not-so-common membership options	Resident memberships start at €300 + VAT
<a href="#"><u>Village Underground</u></a>	14 refurbished metal containers you can share, or you can have a container just for you. Forbes listed it as one of <a href="#"><u>The World's 4 Most Unusual Coworking Spaces</u></a>	On demand
<a href="#"><u>Well and Work</u></a>	Located 5 minutes from the beach, this coworkork includes lockers, showers, a fully fitted kitchen and Zoom booths	From €99/month + VAT for a lounge membership
<a href="#"><u>WorkUp Lisboa</u></a>	Work together, and work out together. Personal trainer-led walking, cycling and running sessions	From €175 per month, or €225 for a premium plan
<a href="#"><u>LISPOLIS</u></a>	Spaces for installing micro, small, medium or large companies.	Virtual from 50€/month, Cowork station form 150€/month, and Lots and Rooms on demand



## Where to set up a Porto office

fDi Intelligence, a Financial Times publication specialising in foreign investment, has [ranked](#) Porto 3rd in the category of “Best FDI strategy – Mid-sized Cities”, on their 2022/23 edition of the “[European Cities and Regions of the Future](#)” ranking. In fact, Porto has a hard-to-beat infrastructure, human resources, residential, commercial and industrial property cost-quality ratios. And if you’re looking to set up an office in Porto, this will show.

According to Invest Porto, the average office rent per sqm per month is €18 in the Prime area, €15.5 in Central Business District Boavista and between €11 and €14 in other areas. We can also definitely share more juice on what coworking spaces there are, and for how much.

Where	What	For how much
<a href="#">Typographia Cowork</a>	Quite large areas, a silent atmosphere, and a lounge area with a view	From €25 + VAT per month for a virtual office to €70 + VAT a month for a residency
<a href="#">Porto i/o</a>	Three different locations in Porto, open 24/7 for those working longer than a week	From €12.5 + VAT per day for a desk to €130 + VAT for a monthly workspace
<a href="#">Work in Porto</a>	1800m <sup>2</sup> located between Foz do Douro and Matosinhos, the Transparent Building embraces the seafront of Porto and Matosinhos, appearing at the confluence of Avenida Brasil, in Foz, with the West entrance to Parque da Cidade	10€/day for a hot desk, 160€/month for a dedicated desk and quotes for their Auditorium and Company plans
<a href="#">OPO'Lab</a>	Focus on architecture, design and construction workers + A FAB LAB (fabrication laboratory) equipped with all the machines and compressors and a video projector	From €10 + VAT for a full-time day to €400 + VAT for a full-time month of a team of 6
<a href="#">CRU – Cowork</a>	Both a coworking office, a store and a gallery, it targets mostly photographers, handcrafters, illustrators and designers. Has a very nice patio	From €50 + VAT for a 10-day flex plan to €140 + VAT for an atelier for 2
<a href="#">Facts Coworking</a>	With a meeting room, a kitchen that also works as a lounge area, a ping-pong table and lockers and showers	From €100 + VAT per month for a shared desk to €400 + VAT a month for a private office - discounts for longer stays

<p><b><u>Officelab</u></b></p>	<p>Quite large, with a fully-equipped kitchen, a shared library and a lounge area + 24/7 access + Free pack of consulting services for start-ups + Marketing and management consulting services</p>	<p>From €32 + VAT per month for a virtual office to €195 + VAT a month for a residency</p>
<p><b><u>UPTEC</u></b></p>	<p>Coworking spaces to the University of Porto. The goal is to help companies start their projects, with very interesting facilities that include labs and encouraging partnerships</p>	<p>On demand</p>
<p><b><u>Porto Soul</u></b></p>	<p>Stylish facilities + private cloud storage + limited prints/copies per month + a telephone number and a small meeting room</p>	<p>From €10 per day to €100 per month</p>
<p><b><u>Almada Ponto</u></b></p>	<p>Set in a historical building in the heart of Porto, and with a vintage look, it comfortably accommodates 25 coworkers</p>	<p>€120/month for a dedicated desk and 80€/month for a hot desk</p>
<p><b><u>Selina Navis</u></b></p>	<p>Managed by the Selina hotel chain and open since August 2019, it has a large open space - up to 90 people, 5 private spaces and a meeting/multifunction room</p>	<p>Dedicated desk from €189/month, hot desk from 12€/day and private office for 4 people for 1000€/month</p>



📍 Typographia Cowork, Porto

## Setting up an office in other locations

If you would rather choose a location away from the main cities, there is also plenty to choose from.

Where	Region	What	For how much
<a href="#">Cowork Fundão</a>	<b>Center (Fundão)</b>	Founded in 2012, they offer a coworking space for individuals and small companies	21€/month for a dedicated desk
<a href="#">Ocupa Cowork Aveiro</a>	<b>Center (Aveiro)</b>	In Aveiro's city center, they have dedicated desks, small dedicated offices and 2 meeting rooms	€50/month for a dedicated desk
<a href="#">Factory Braga</a>	<b>North (Braga)</b>	3-floor cowork space, founded in 2011 and that now hosts more than 70 companies	From €10/day to €45/week and €95/month
<a href="#">Cowork Pátio</a>	<b>Center (Coimbra)</b>	Public cowork space managed by the City Hall, with 5 desks for uses under 20 days and the rest for monthly or annual use	From €3/day to €330/year. Meeting room €5/day
<a href="#">Alandra Square</a>	<b>South (Faro)</b>	In the city center of Faro and 15 minutes from the beach	From €10/day to €100/month
<a href="#">Cowork Funchal</a>	<b>Madeira Island (Funchal)</b>	In a renovated building in the center of the city of Funchal, it offers desks, small offices, meeting rooms and a large space for events or conferences	From €12/day to €130/month for a dedicated desk (prices don't include VAT)
<a href="#">ONE Solmar Business Center</a>	<b>Azores Islands (Ponta Delgada)</b>	In the same building as a shopping center, it has most services within one-minute distance. Offers both desks and private offices	From €10/day for a hot desk to €100/month for a dedicated desk

A final option that is worth exploring are the Santander [Work Cafes](#). There are three of these (Lisbon, Espinho and Coimbra) and they are free of charge. You have tables available, Internet, a cafe and a Santander bank branch. There are also 3 meeting rooms that you can book in each.

There are also dozens more options for coworks spread throughout Portugal that you can check at [Remote Portugal's website](#), where you can even search by city.

## Science and Technology Parks

Science and Technology Parks have also been known as a great place for businesses to grow and innovate. Portugal is home to dozens of them.

<a href="#">PCT Brigantia EcoPark</a> North (Bragança)	<a href="#">PCI - Creative Science Park</a> Center (Aveiro)	<a href="#">CRIA - Universidade do Algarve</a> South (Algarve)
<a href="#">Regia-Douro Park</a> North (Vila Real)	<a href="#">IParque Coimbra</a> Center (Coimbra)	<a href="#">PACT</a> South (Évora)
<a href="#">Sanjotec</a> North (São João da Madeira)	<a href="#">Lispolis</a> Center (Lisbon)	<a href="#">Sines Tecnopolo</a> South (Sines)
<a href="#">Avepark</a> North (Barco)	<a href="#">TagusValley</a> Center (Abrantes)	<a href="#">Nonagon</a> Azores Islands (São Miguel)
<a href="#">UPTEC</a> North (Porto)	<a href="#">Madan Parque</a> Center (Almada)	<a href="#">Terinov</a> Azores Islands (Terceira)
<a href="#">Tecmaia</a> North (Maia)	<a href="#">Parkubis</a> Center (Covilhã)	<a href="#">Startup Madeira</a> Madeira Islands (Funchal)
<a href="#">Biocant</a> North (Cantanhede)	<a href="#">Taguspark</a> Center (Oeiras)	
<a href="#">Portus Park</a> North (Porto)	<a href="#">Instituto Pedro Nunes</a> Center (Coimbra)	
<a href="#">VougaPark</a> North (Sever do Vouga)	<a href="#">DNA Cascais</a> Center (Cascais)	

Last but not least, [TecParques](#) is a non-profit association representing Science and Technology Parks in Portugal, so they are also a great place to check other existing Parks in the country.

## Getting your corporate taxes right

### → Your taxpayer information

Shareholders who don't live in Portugal must have a Portuguese taxpayer number for tax purposes. For EU residents, this can be obtained directly with the tax administration; non-EU residents must appoint a Portuguese tax resident representative to handle this matter with the tax authorities.

"The Taxpayer Identification Number (VAT number within the EU) can be obtained at any Tax Office, multipurpose Administrative Services Centre (Loja do Cidadão) or at a Portuguese consulate", as Invest Lisboa explains. You'll have to present a proof of address (water, electricity or gas bill) and an ID card/passport.

If you can't be there or if you're not a private individual living in the EU, Iceland or Norway, you'll need to appoint a tax representative. The tax representative can be an individual or a company and has to:

1. Have a permanent address in Portugal
2. Accept being a tax representative in writing.

If you're a company or an association, you have to file an application with the National Registry of Legal Persons (RNPC) to get a legal person ID number. You'll need to submit the following documents:

1. Extract from the register of companies in your country of incorporation. This has to be made legal, translated and certified according to the rules of The Hague Convention (except when in English, French or Spanish)
2. Your ID card/passport
3. Power of attorney (or equivalent) to confirm you can file the request on behalf of your company.

## The Corporate Income Tax (CIT)

Both resident and non-resident entities have to pay CIT for their profits:

- Companies and other corporate bodies with head office or effective place of

management in Portuguese territory (and which are generally subject to taxation on worldwide profits)

- Non-resident entities with a permanent establishment (meaning, a fixed place of business through which it carries its activity, such as a local branch, office)
- Strictly non-resident entities (i.e. with no permanent establishment, only taxed on Portuguese-sourced income).

Note that tax periods coincide with the calendar year.

### → **Reduced CIT**

A reduced CIT rate is available for:

- SME, i.e. companies with a turnover below €50 million (amongst other criteria) are charged a reduced rate of 17% for taxable profits until €25,000. For the remaining taxable profits above that amount, they pay the standard CIT rate of 21%
- Companies based in Madeira have a reduced 14.7% CIT rate, and of 11.9% for taxable profits up to €25,000
- Companies based in The Azores have a reduced 16.8% CIT rate, and of 13.6% for taxable profits up to €25,000
- Companies licensed to operate in the Madeira International Business Centre pay a reduced CIT rate of 5%, depending on some eligible criteria (see [article nr. 36-A](#) for more information).

## **Taxable income and expenses**



As a rule, Portuguese resident companies and local permanent establishments of foreign entities are charged on their taxable income, according to general accounting standards.

Some business-related expenses can usually be deducted from CIT, as long as they're used to obtain or guarantee taxable income. There are, of course, exceptions to the general rule, which you can learn more about in aicep Portugal Global's [Investor's Guide](#).

## → Withholding taxes

Non-residents without a permanent establishment in Portugal are charged a final withholding tax from the gross amount of their domestic-source income. Similarly, “dividends paid by a Portuguese company to its resident or non-resident shareholders are subject to a 25% flat withholding tax rate, unless an exemption for dividends paid by Portuguese resident entities is also applicable”, AICEP explains. To qualify for this exemption, there are a few criteria to be met.

Portuguese companies that pay dividends to non-resident corporate entities (“mother companies”) are exempt from withholding taxes, unless it’s resident in a blacklisted jurisdiction. In that case, a flat rate of 35% is applicable.

Interest paid to Portuguese banks or local branches of foreign banks isn’t charged any withholding taxes, among other exemptions.

Non-resident corporate entities are charged a 25% withholding tax rate from their capital gains, but there may also be some exceptions.

## → Group taxation

Resident companies may choose to be taxed within a tax group of companies, but in Portugal this isn’t a pure consolidation or fiscal unity system – each entity must still assess their taxable profits and losses individually. For a group of companies to be qualified as a tax group, they have to meet certain requirements.

## The Value Added Tax (VAT)

VAT is charged on the consumption of business-related goods and services that are supplied on the Portuguese territory.

- Any resident taxpaying entity carrying out taxable supplies in Portugal has to register for VAT, and this is done during the company setup
- All businesses must account for the Portuguese VAT, except if they perform the activities that are exempt according to article 9 of CIVA

As AICEP explains, “credit is given for VAT paid by most registered businesses, thus this tax is ultimately borne by the final consumer. For VAT purposes, the territory of Portugal includes the autonomous regions of Azores and Madeira, with reduced rates applicable to supplies on these islands”.

To register for VAT, taxpayers have to submit a Start-up Activity form.

## → Taxable transactions

The following transactions are subject to VAT:

- The supply of goods (or treated as such for the purposes of VAT)
- The supply of services (generally, any transaction that is not a supply of goods)
- The intra-Community acquisition of goods (from a taxable person registered for VAT in another EU Member State into the Portuguese territory)
- The import of goods (any goods coming to Portugal from outside the EU, except when there are specific customs or economic arrangements).

And like pretty much elsewhere, every taxable person or entity has to issue an invoice:

- For all goods and services supplied
- For any advance payments
- Whenever the taxable amount of a transaction or the corresponding tax changes.

Invoices must be processed by an invoicing software certified by the Portuguese Tax Authority and issued until the fifth working day after the transaction occurs.

## → VAT rates

Rate	Mainland	Madeira	Azores
Standard	23%	22%	18%
Intermediate	13%	12%	9%
Reduced	6%	5%	4%

The reduced rates generally apply to essential goods and services, such as food, agricultural goods (if not exempt), electricity, transport of passengers, accommodation in hotel units, pharmaceutical and health products. It may also cover construction-related services for properties in urban rehabilitation areas.

The intermediate rate is charged on other foodstuff, wine, certain agriculture equipment or entertainment tickets.

## → VAT exemptions

You have two scenarios here:

- 1. Transactions that are exempt from VAT (for example, financial and insurance transactions, medical services, educational services, rental of housing). Because VAT is not charged, it cannot be deducted either.**
- 2. Zero-rate transactions, which allow the VAT borne to be deducted or refunded (such as exports or intra-EU dispatches, among others).**

Also note that, if certain conditions are met, you can choose to charge VAT on immovable property and on meals you provide to your employees.

## → VAT deduction

You can deduct the VAT borne on supplies of goods and services, including intra-Community acquisitions and the import of goods and all related taxable activities.

However, there are some operations you cannot deduct VAT for, namely all the ones that are not related to the company activities and/or are unnecessary for the company to develop its activities, such as:

- **Passenger vehicles**
- **Entertainment and luxury goods and services**
- **Certain transport and business travel expenses**
- **Fuel expenses, which are VAT deductible by 50% (alternative fuels are deductible in full).**

If your company is registered in another EU Member State, you can claim VAT back at your local EU tax authority, which will then contact said Member States' tax authorities for the refund. A non-EU business can also recover VAT, provided there is an agreement between Portugal and the claimant's national tax authorities.

## → VAT returns

Businesses usually have to submit VAT returns:

- Monthly, when the previous VAT year turnover exceeds €650,000
- Quarterly, when the previous VAT year turnover is less than €650,000.

Other than VAT returns, taxpayers have to submit recapitulative statements for intra-Community supplies, an annual VAT return, and tax statements identifying any customers and suppliers with transactions higher than €25,000 in the previous year.

VAT grouping is not allowed in Portugal.

All VAT taxable persons are required to submit an annual VAT return.

## → Special schemes

In addition to the general VAT taxation, there are also a few special VAT schemes:

- A special exemption scheme
- A scheme for small retailers
- A taxation scheme for dealers of liquid fuels
- A scheme for travel agents and tourism operators
- A scheme for second-hand goods, art collection works and antiques
- A scheme for investment gold.

## Chapter 5

# Hiring in Portugal



## The recruitment sector

Recruitment is a crucial strategic domain, a real investment that impacts the whole company and its future. Its importance has grown because there is now a talent shortage across the world, especially when it comes to Tech. Companies are finally placing recruitment in the centre of their strategies to find the perfect candidates.

**However, to define recruitment as merely finding the right people for a company is limiting:** “You want to find them, of course, but you should see your recruitment strategy as a continuous branding initiative. When planning this process, you should place the candidate experience at the core of everything”, Rita Mendes, Recruitment Lead at Nmbrs, says.

And it is easy to explain why:

1. When candidates have a good experience, they will recommend your brand to friends and colleagues (even if they were rejected)
2. Your recruitment process shows your company's vision and set of values
3. Staying true to your company's regular behaviours and attitudes during the hiring process helps to better assess candidates' cultural fit
4. Managing the candidates' expectations is key in recruitment and long-term retention
5. Being open to direct and constructive feedback and hearing what candidates have to say about their hiring experience helps you improve (building a candidate experience survey is considered good practice).

“In the end, it's all about the people”, Rita concludes. “Having a good hiring process means treating people like people.”

## The candidate experience

Although people need recruiters to unlock career-changing opportunities, they're tired of the impersonal and sometimes uncaring approach some recruiters have. But let's cut to the chase here – if you want to know what we think about talent onboarding, talent retention and the differences between hiring a contractor vs. someone full-time, please read our article at <https://bit.ly/landingjobs-talent-onboarding>.

### → What recruiters must improve

While we know recruiters have been trying hard to create incentives to attract and retain talent, we have compiled a collection of common mistakes recruiters make when approaching people online. Our aim was to approach the problem from the candidate's perspective – but the following list can actually help recruiters in general improve their practice:

- 1. Not revealing the company you're hiring for (which prevents people from making informed decisions, so it can actually come back to bite you in the... karma)**
- 2. Not sharing relevant job details (like the role description or salaries – how will people know what they're applying for?)**
- 3. Matching candidates to the wrong skill set (a more effective approach to this is to do your homework before setting out to identify appropriate candidates)**
- 4. Having multiple recruiters from the same company approaching someone with the same job opportunity within a short space of time**
- 5. Starting the message by calling the candidate a wrong name (especially if you have both been in contact for a significant amount of time)**
- 6. Not taking an extra few minutes to personalise your email (avoid clichés that make candidates feel particularly less appreciated and valued)**
- 7. Forgetting how a particular recruitment convo started**
- 8. Ghosting, i.e., not sharing feedback on whether or not people are successful when applying to a position (it's always nice to have an answer – and this goes both ways!)**

9. Offering a lesser qualified or unsuitable role — and being pushy about it
10. Asking for CV and contact details without offering any backing information (potential candidates in the dark can find this sketchy at best and create instant mistrust)
11. Reaching out to someone yet saying they have been referred (also, sharing info about the referral shows trustworthiness).

## ➔ What sourcing channels you can use

As [Harver](#) puts it, “candidate sourcing is the process of searching for, identifying and contacting potential candidates for roles you are either recruiting for or will be recruiting for in the future”. It happens before recruiting itself and is essential in today’s recruiting strategy.

Sourcing isn’t always easy, but there’s a pipeline you can follow to help you streamline it and make it more efficient:

1. **Start by looking internally** – Maybe there’s existing talent in your company that perfectly matches the job opportunity you’re now recruiting for?
2. **Ask your employees to refer candidates** – Employee referrals reduce time-to-hire, improve quality of hire and increase retention rates (maybe even have an employee referral program as an incentive?)
3. **Search for candidates in your Applicant Tracking System (ATS), Candidate Relationship Management system (CRM) or a similar database** – Where you’ve previously processed them for other unsuccessful job opportunities (you’ve already found and engaged with these candidates, so no need to repeat that)
4. **Use recruitment platforms and job boards** – Job boards aggregate and display jobs posted by employers seeking new employees, and there are general ones (that deliver candidates for any industry, like LinkedIn or Glassdoor); and more techie ones (such as Stack Overflow, Angellist and our own, Landing.Jobs)
5. **Hire a recruitment agency...** – You can delegate your recruiting efforts to agencies that deal with all stages of the recruitment process for you (at Landing.Jobs we do that for you)

**6. ... Or outsource your staff from an agency** – If you need employees now and want to offset employment costs (benefits, employment taxes, etc.), you can choose to outsource talent from different staffing agencies (and temporary staffing agencies even offer flexible candidates, that work for as long as you need them to) (we also offer this service at [Landing.Jobs](#))

**7. Use social media platforms** – Facebook, LinkedIn or Twitter can help you narrow your search and identify qualified candidates quicker, as well as develop your company branding.

## Employer Branding

Employer Branding can be defined as a company's reputation as a place to work, and their employee value proposition. It has more to do with how you attract, engage and retain your employees, than with your reputation as a corporate brand and the value you bring your customers.

Therefore, everything we've mentioned previously within the candidate experience subheading is employer branding, to be honest – but because this is such a buzzword in Portugal at the moment, it's important to be a bit more specific here.

As competition for the best talent gets tougher, employer branding is today an investment priority for companies wishing to attract top candidates. As the folks at [Beamery](#) put it, "you have an employer brand whether you try to shape it or not." In the end, it all boils down to whether you want to cultivate your brand yourself, or if you'd rather rely on what candidates might think about your company.

### How can you brand your company in Portugal?

Whether you're an international company reaching for a long-term recruitment strategy in Portugal, or just looking to leverage your brand image within the Portuguese HR community, it goes without saying that you need to be in the right channels:

#### Conferences

Web Summit, [Future.Works](#), Tech Hiring Conference, and other tech conferences.

globalisation of tech work

# candidate experience

→ distributed teams

salaries \*

remote work →



## Fairs

University Conferences and Job Fairs ([SINFO](#), [FISTA](#), among others), [FINDE.U](#) Virtual University International Job Fair, [FJC Porto de Emprego](#), [World Employer Branding Day](#), [Tech Job Fair Lisboa](#), [Start Work](#), and so many more.

## Meetups

and [Tech Hiring Community Europe](#), [Landing Meetups](#), [HR New Trends](#) (Revolution in the workplace), [Lisbon Expats & Locals](#), [Lean UX Lisboa](#), [DevOps Lisbon](#), [Google Developer Group Lisboa](#), [ExpertTalks Portugal](#), [Fullstack Lisboa](#) (Talkdesk), [Coding Portugal](#), and so. Many. More.

## Social media

You can and definitely should use social media to develop your company branding. Instagram is a great platform for building employer branding, for example, and is growing stronger in Portugal as the influencer phenomenon strikes hard. As for Facebook, let's say the Portuguese are definitely engaged and open to buy, sell, and discuss anything there, even job opportunities. And of course, last but not least, LinkedIn.

## Salaries

In Portugal, as in typically anywhere else, salaries are segmented according to the job categories and the employee's experience.

However, at Landing.jobs we find that "salary negotiation can sometimes seem like a game of poker; neither the employer nor the potential candidate is willing to show their hand when it comes to roles with undisclosed salaries".

**Recruiter:** "Why don't you tell me how much you think you're worth?"

**Candidate:** "What salary range have you budgeted for this role?"

\*poker face\*

Source: [Landing.Jobs Blog](#)

Thankfully, companies everywhere are getting more transparent about their salaries, as they've realised being open about the budget they have for a particular job will avoid disappointment on both sides. "Maybe it's because job openings that disclose salaries upfront get 25% more applications (based on our own data) as candidates become more demanding about transparency and employers are reshaping the benefits of being open", Maria Tolentino, former Director of Global Business Operations at Landing.Jobs, explains.

And although companies expect candidates to be transparent and offer full disclosure on their work and education histories, according to LinkedIn's [Global Talent Trends 2019](#), more than half (51%) of the companies still don't disclose salaries in their jobs.

You don't have to list salaries, of course – but we strongly encourage it. "It narrows the field of candidates to those who have a realistic chance at being recruited; a junior developer on €20K is not going to waste your time applying for a role paying twice that amount, and that's one less CV you have to review and decline. It also proves to candidates that your company is changing its mindset and becoming more updated and in-line to where the market is going", Maria Tolentino rounds off.

## Salary negotiation – the weird stuff

### → 14 vs 12 months

- In Portugal, the Gross Salary, which is usually what is negotiated, is paid 14 times (11 work month + 1 holiday month + 2 subsidies). So, when you're referring to the gross annual salary, it is usually based on 14 payments in a year rather than 12
- However, your employees can choose to get the 2 "extra" salaries, or have them divided between the 12 months ("duodécimos").

### → Subsidies

The two subsidies are the Holidays and the Christmas subsidies. These can be paid twice a year (typically July and December) or they can be paid 1/12<sup>th</sup> every month.

### → Net value per month

This is a very important value to know, as most salary negotiations are done in net value per month instead of the gross annual salary. It's a cultural outcome that employers should be aware of before they enter the negotiation table. If you want to keep transparency at the core of your business, why not show employees their salary kit and, in this way, contribute to an honest and open relationship, while also contributing to the financial literacy increase in Portugal?

### → Your employees' net value per month is:

#### • Everything you pay them:

- Gross monthly salary
- + subsidies (which can be paid twice a year or 1/12<sup>th</sup> every month)
- + meal allowance
- + any extra fixed and variable bonuses

#### • Subtracted by all employee discounts (i.e., paid by the employee):

- Social Security (11%)
- + taxes (on average, 25% of IRS)

## → How much does this cost to employers?

Your employees will cost you on top of their gross monthly income:



- **Social Security** (23.75% of the gross monthly salary)
- **Holidays and Christmas subsidies** + 23.75% for **Social Security**
- **Accident insurance** (1.19%) + **Unemployment taxes** (1% of the gross monthly salary)
- Other employer costs – **Occupational Health** (mandatory)  
+ **Health Insurance** (optional).

Note that some companies will look to inflate rates when negotiating their wages. In 2019, inflation is projected to drop to 1.63% (after hitting 1.75% in 2018 and 1.56% in 2017).



## The typical Portuguese salary kit

This is what a salary kit will most likely look like in Portugal:



## Perks & Benefits

In terms of what employers should offer their employees, you have companies that usually:

1. Have many resources (health insurance, retirement benefits, an extended vacation policy, extended parental leave, high tech hardware, company cars, gym, etc.)
2. Are a bit less resourceful, yet have the chance to be more creative (offering training, food in the office, team building initiatives, working remotely, kindergarten vouchers, etc.).

Typically, employees value health and dental insurance above everything else.

## Human Resources and the Portuguese Labour Law

After several reforms, the Portuguese labour system is now more flexible than it's ever been before. In terms of regulations, the main law is the Labour Code.

An important law to keep in mind is Law No. 120/2015 of September 1st, which broadly reinforces maternity and paternity rights by encouraging the simultaneous exercise of the initial parental leave by the parents and the extension of the father's exclusive parental leave to 15 business days. Also, parents of a child until 3 years old have new remote working and special working time rights.

But let's focus on the main aspects of the Portuguese labour law for business investment.

### → Types of contracts

There are three main types of work contracts in Portugal:

1. **Indefinite term contracts** (the general rule for hiring in Portugal and the best one for stability)

## 2. Term employment contracts (widely used in Portugal)

- Defined-duration contracts (with an end date, not recommended for the tech sector)
- Undefined-duration contracts (without an end date, but still regarded as a temporary need).

Term employment contracts are generally used to satisfy temporary needs, and have to meet certain criteria:

- **Defined-duration contracts** can only be renewed three times and may not exceed, in total, three years (although there are exceptions)
- **Undefined-duration contracts** cannot exceed four years.

If these limits are exceeded, these **term employment contract** types are converted into indefinite employment contracts.

As AICEP explains, “the Portuguese law requires that defined and undefined duration, intermittent, part-time and telecommuting contracts, as well as temporary-work contracts (defined or undefined-term) must be agreed in writing. There is no such requirement for an employment contract of indefinite duration or one with a very short duration.”

## → Hiring

When you hire someone in Portugal, their contract includes a trial period, during which both of you analyse whether you want to go ahead with the employment or cancel it. This probation can be excluded if everyone agrees to, but if not, either party can use the trial period to end the contract:

- Without prior notice and just cause, or being entitled to compensation, for trial periods that last less than 60 days
- With a seven-days advance notice, for trial periods that last more than 60 days
- Within 15 days, when such period lasted for more than 120 days.

In Portugal, this trial period usually takes six months (180 days), and that’s what we at Landing.Jobs recommend you to use.

Note that, when changing jobs, people usually need to give notice to their old company. This is very important to manage expectations on both sides, because hiring is not something immediate in Portugal – employees have to officially write a notice of 30 to 60 days, depending on whether they've worked for less or more than two years for their old employers. But more on this below.

The process of hiring someone itself is not very complex in Portugal: companies usually just need to register their employees for:

- Social Security
- Occupational Health (“Medicina do Trabalho”)
- And the meal allowance.

## Social Security



All companies, organizations and institutions of any kind operating in Portugal have to notify the Portuguese Social Security of every new admission. The process is simple:

1. Ask your new employees for their Social Security number (or register them for one, in case they don't have one already)
2. Submit the Social Security registration form by letter, email, in person or on the Internet, along with all the necessary documents (Social Security number, Tax Identification number, labour contract details, company info, etc.)
3. Notify Social Security of your new hires the day before their start date, and send Social Security a copy of the work contracts
4. Hand in a copy of your notification to Social Security to your new employees on their first day of work.

## Occupational Health



People have to be legally considered apt to perform the job they're hired for, as well as have their health protected while working. This is done through Occupational Health exams, which all employers have to sort themselves for all their employees:

1. Before they start work – or during the following 15 days

2. Every two years – or every year, for employees more than 50 years old or whose job puts them at risk
3. Occasionally – if the employees request new exams, or if they're absent for more than 30 days due to illness or accident.

As with Social Security, this is mandatory in Portugal, and employers can be inspected for this.

## Meal allowance



Although companies in Portugal usually pay a daily meal allowance to their employees, it is not mandatory unless the work contract specifically says so. A few notes on the meal allowance:

- It is usually paid for work days of at least 5 hours (so it isn't paid during any type of leave nor included in the Holidays and Christmas subsidies, unless otherwise agreed in the work contract)
- Companies can decide on how much to pay
- It is free of taxes if a sum of up to €4.77 per day is paid in cash, or if it is paid through a meal voucher or meal card of up to €7.63 per day.

## → Firing

There are several ways to end an employment contract in Portugal:

1. Expiration
2. Revocation
3. Dismissal due to the employee
4. Collective dismissal
5. Dismissal due to elimination of job
6. Dismissal for inability to adapt
7. Termination of the contract by the employee without just cause
8. Termination of the contract by the employee with just cause.

It is forbidden to dismiss an employee without just cause or for political or ideological reasons.

Generally speaking, the more complex the contract, i.e., an indefinite term contract, the harder it is to negotiate the firing of someone. The most important thing to keep in mind about firing someone is the notice letter, which needs to be done formally in writing (email or letter).

## Expiration of contracts

- For fixed-term contracts, the employer or the employee have to notify the other party in writing if they want to end the contract either 15 or 8 days before the deadline expires, respectively
- An unfixed-term contract expires when the employer foresees an end to the term, and notifies the worker at least 7, 30, or 60 days in advance, depending on whether the contract has lasted up to six months, from six months to two years, or for longer than that
- If the employer ends a fixed-term or an unfixed-term contract, they have to compensate the employee according to a certain set of rules. The total compensation amount cannot be higher than 12 times the monthly salary or 240 times the national minimum wage.

## Revocation of contracts

The employer and the employee can agree to end a contract. This revocation agreement has to be in writing.

## Dismissal due to the employee

You can fire an employee for willful and guilty conduct. Whenever a certain behaviour is just cause for dismissal, the employer has to notify the employee in writing of the company's intention and follow a specific process to assess the dismissal decision. If an employee is fired with just cause, the employee is not entitled to receive a compensation.

## Collective dismissal

- If a micro/small company needs to fire at least two employees at the same time, or if a medium/large company needs to fire at least five employees within a period of three months, this is called Collective Dismissal



- This type of dismissal can only happen when one or more sections or equivalent structures of the company close, or when they have to reduce the number of workers due to economic, structural or technological reasons
- The first thing to do is to notify the employees, their representatives, and the labour authorities of what will happen and why, after which there has to be a negotiation period
- After having reached an agreement, the Collective Dismissal final decision has to be issued in writing and:
  - 15 days in advance, for an employee with less than 1 year of seniority
  - 30 days in advance, for an employee with seniority equal to or greater than one year but less than five years
  - 60 days in advance, for an employee with seniority equal to or greater than five years and less than ten years
  - 75 days in advance, for an employee with seniority equal to or greater than ten years
- When fired within a collective dismissal, the employee is entitled to a compensation.

## Dismissal due to elimination of job

- If certain economic, structural or technological business-related reasons are met, an employer can end an employment contract by eliminating a job position. This type of dismissal is only allowed when specific conditions and criteria take place
- The employer has to notify the worker and any representatives, in writing (of their intentions, first, and of their decision, after negotiations if any), with the same advanced notice as with collective dismissals.

## Dismissal for inability to adapt

- Employers can fire employees when they're unable to adapt to the job, according to a few specific criteria and in any of the following situations:
  - Continual reduction of productivity or quality
  - Repeated mistakes in job-related duties
  - Risks to the worker's health and safety, or of other workers or third parties
  - If the worker's job performance doesn't meet previously agreed-upon objectives due to the technical complexity of duties or directions
- The employer has to notify the worker and any representatives, in writing.

## Unlawful dismissal

- Employees can file a claim to challenge the end of their contracts with a Labour Court
- If the court decides the dismissal is illegal or unjustified, the employees can choose to be reinstated in the company, or to receive a compensation of 15-45 days of base remuneration, plus seniority bonus
- Either way, employees are entitled to the salaries they would've received if they hadn't been dismissed, and sometimes to compensation for any damages.

## Termination of contracts by the employee with just cause

- Employees can end their contracts immediately, if it's immediately impossible to continue the employment relationship in ways that can be justified as just cause, such as the lack of timely payments for a period of 60 days
- Employees have to notify the employer in writing within 30 days of becoming aware of the lack of payment, and are entitled to compensation
- If the just cause to end the contract is not proven, the employer is entitled to compensation of damages caused.

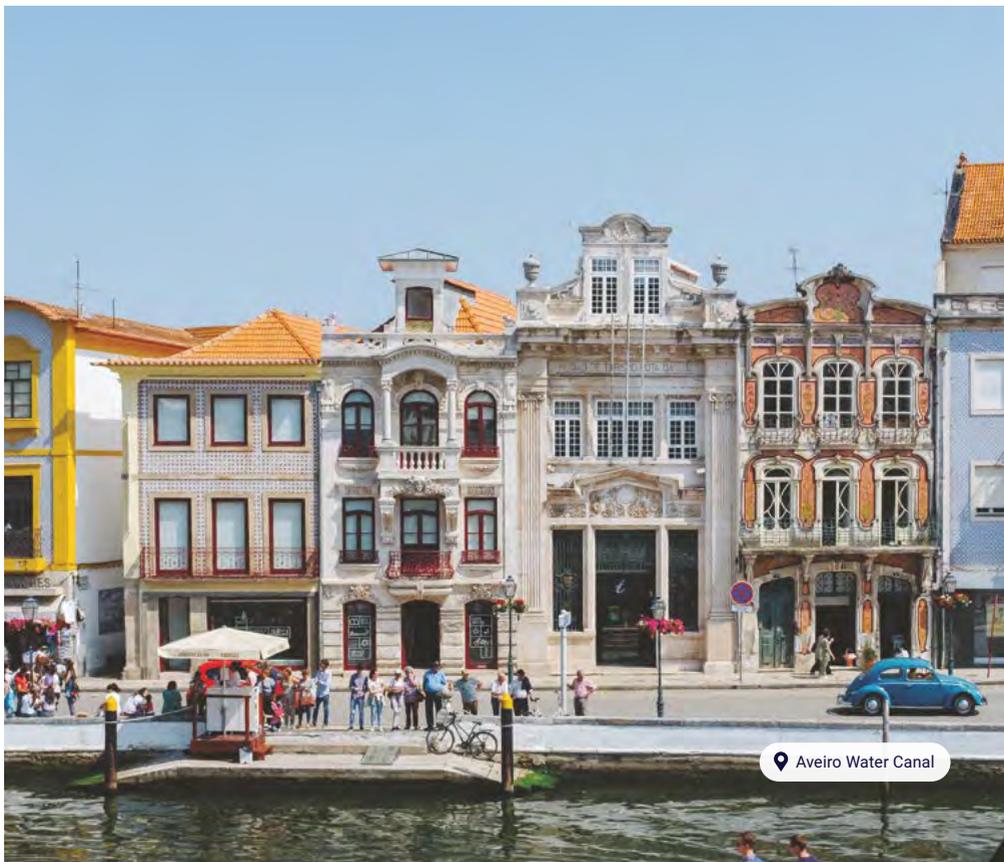
## Termination of contracts by the employee without just cause

- Employees can end a contract regardless of cause by notifying the employer in writing at least 30 or 60 days in advance, depending on whether they've worked up to 2 years or for more than 2 years
- The prior notice period can be increased by up to 6 months for an employee who holds a management or executive position, or one who has representative or responsibility duties
- Fixed-term contracts of at least 6 months can be ended with a notice of 30 days; fixed-term contracts of less than 6 months can be ended with a notice of 15 days
- Employees who do not comply with the notice period rules have to pay a compensation to their employer.

## → Types of leave

### Annual leave

- Employees are entitled to a period of 22 business days of paid vacation, starting every calendar year
- However, employees cannot take more than 30 business days of vacation period in the same calendar year
- Holidays should be taken within the calendar year in which they are due, or until April 30th of the following year, together with that year's vacation or not (companies in Portugal are usually flexible about this)
- In the first contract year, the employee is entitled to 2 business days of vacation per month, up to 20 days, to be enjoyed after 6 months of work
- For contracts that last less than six months, the employee is entitled to 2 business days of vacation per each month of the contract's duration



Aveiro Water Canal

## Holidays



Other than the personal holidays, employees in Portugal are entitled to national public holidays:

- **January 1st** (New Year's Day)
- **Good Friday** (Friday preceding Easter Sunday)
- **Easter Sunday** (movable feast)
- **April 25th** (Freedom Day)
- **May 1st** (Labour Day)
- **Corpus Christi** (movable feast in May/June)
- **June 10th** (Portugal Day)
- **August 15th** (Ascension)
- **October 5th** (Establishment of the Republic)
- **November 1st** (All Saints Day)
- **December 1st** (Restoration of Independence)
- **December 8th** (Immaculate Conception)
- **December 25th** (Christmas Day)

## Absence

- Employees can justify being absent from work due to illness, as long as they're covered by a Social Security scheme providing sickness protection
- Such absences usually incur loss of pay, and have to be justified with an official declaration from the doctor
- Other justified absences from work result from: accidents, marriage, death of a family member, or travel to an educational institution as the person responsible for the education of a minor.

## Parental leave



- When a child is born, or when adopting a child under 15, the mother and the father are entitled to **initial parental leave** of 120 or 150 consecutive days (4 or 5 months), which may be increased by 30 days



- This initial leave can be used exclusively by one parent, or shared between them in two periods of 15 consecutive days, after the initial period of obligatory leave:
  - The mother must take at least six weeks after the child is born
  - The father must also take 15 working days, consecutive or intermittent, during the 30 days after the child is born, five of which must be taken immediately after the birth
- The mother can also take 30 days of the initial parental leave before the child is born
- The father can also have a further ten working days' leave, consecutive or intermittent, at the same time as the mother's initial parental leave
- To look after a natural or adopted child up to six years old, the father and mother are entitled to **additional parental leave**, which may mean:
  - Three months of extended leave
  - Part-time working for 12 months
  - And other forms.
- Once these entitlements have been used up, the father or mother may be granted special **leave to look after a natural or adopted child**, consecutively or over a period lasting up to two years.

## Special leaves

- Employees are entitled to a **leave to care for members of the family unit** due to sickness or accident:
  - Up to 30 days a year for a child under the age of 12, or for a child or another member of the family unit with a disability or chronic illness
  - Up to 15 days a year for children over the age of 12, a spouse or other member of the family unit, including the father, mother, sister or brother of the employee.
- Employees pursuing any level of academic education may be a **student employee**, which allows them to:
  - Adjust their working hours around these activities
  - Be released from work for up to six hours a week to attend classes without losing any of their rights
  - Justify their absence from work on days when they have to sit for exams.

## → Contract vs. Permanent in Portugal

Generally speaking, if you control not just what your workers do but also how they do it, and you supervise them regularly, they're employees, not contractors – and deemed to be permanently needed resources.

The Portuguese law says permanent employees have a work contract implying that:

- Employers provide the work facilities and equipment for their employees
- Employers set the employee's work hours
- Employees receive a set payment on a regular basis (usually monthly)
- Employees work regular schedules and volumes during the week, regardless of market trends.

Freelancers and contractors, on the other hand, work on a per-project basis, where:

- Freelancers and contractors invoice for any projects completed on their own behalf (the official invoice that formalizes the service you hired and the transfer of money between yourself and the worker)
- Freelancers and contractors are responsible for supplying their own equipment and resources
- Freelancers and contractors aren't entitled to a regular work volume from their employers.

## Visa support



Citizens of the EU, Iceland, Norway, Switzerland and Liechtenstein can live and work in Portugal without a visa.

For those who do need a visa, there are a couple of scenarios here, as clarified by Invest Lisboa. We recommend that you first check with the Portuguese embassy or consulate in your home country to assess what your visa situation might be.

## → Short-term stays

### **Who does not need a visa?**

Citizens of some countries do not need a visa for short-term stays (up to 90 days in any 180-day period), and are free to enter and stay in the 26 Schengen States, where common rules for short-stay visas apply.

### **Who does need a visa?**

Citizens of some other countries do need a visa for short-term stays (a Schengen visa, issued by one of the 26 Schengen States to travel within the Schengen area).

## → Long-term stays

There are two types of long-term visas in Portugal:

**Temporary stay visas** – for a 12-month period with several entries (to get medical treatments, to study or to work, for instance)

**Residence visas** – for a 4-month period, to apply for a residence permit.

## → Special types of visas

### **Tech Visa Programme**

This is a certification programme that grants visas or residence permits to highly qualified third-country nationals working for tech and innovation companies. Applications can be submitted at [IAPMEI's "Tech Visa" page](#) (only available in Portuguese), and are usually dealt with quicker. Sponsored by [Startup Portugal](#), here's how it works:

1. Put together all the paperwork (an identification card or passport, the updated documentation from the Commercial Registry, the Minutes of the General Meeting, the Identification of the person who is granted power, and the Memorandum and Articles of Association);

2. Choose your company's name;
3. Choose the memorandum and articles (private limited company vs public limited company vs a sole quotaholder private limited company);
4. Attend your appointment and register your company;
5. Start your company (deposit the share capital in a Portuguese credit Institution, submit the declaration of the start of activity, register the company with social security and finally, register the beneficial owner).

## The StartUP Visa

The StartUP Visa is a residence visa for non-EU-Schenghen start-up founders who want to be part of the portuguese start-up community. The process is managed by IAPMEI and involves the National Network of Incubators spread out through Portugal, ensuring your business will kick off within "a community of entrepreneurs already hacking in the ecosystem and acquainted with all the ins and outs of the Portuguese and European markets", as Startup Portugal says. You can apply on [Startup Portugal's website](#).

## Golden Residence Permit Programme

Also called the Residence Permit for Investment (ARI), this special Golden Visa enables third country nationals to get a temporary residence permit to do business in Portugal without a visa. Very specific rules apply, so please be sure to check the [official ARI website](#).

### → How can employers help?

Some companies support the people who need visas to work in Portugal, not only because they want to retain a certain someone's talent, but also because they can be more competitive. This is actually something companies have been incorporating into their Employer Branding strategies.

In some cases, people will need to first get a work contract in order for their employer to get a work permit on their behalf.

## → Where to apply

Whether to visit or to work in Portugal, all types of visas should be applied for at the Portuguese Consulates or Embassies in your country of residence.

For more information on the types of visas and related procedures, you can visit:

- [Portal das Comunidades Portuguesas](#)
- [SEF – Immigration and Borders Service](#)
- [aicep Portugal Global](#)
- [The Official Website of Portuguese Immigration \(visa extension\)](#)
- [ACM – High Commission for Migration](#)

## Residence permits

When moving to Portugal for longer than three months, you'll need to apply for a Portuguese residence permit or certificate.

### → EU/EEA/Swiss citizens

Citizens from EU/EEA/Swiss countries don't need a residence permit, but will need to request a **Registration Certificate** from the city council where they live. This "Certificado de Registo" is valid for five years, after which EU/EFTA nationals can request a permanent residence certificate ("Certificado de Residência Permanente") from the Portuguese immigration service (SEF).

Other than this residence/registration certificate, **EU/EFTA nationals don't need an official work permit**, but they have to find a job if they don't have sufficient funds to support themselves.

### → Non-EU/EFTA citizens

Citizens from Non-EU/EFTA countries will first need a **long-term Portuguese residence visa** to then apply for a Portuguese residence permit from SEF. Usually, SEF grants a

permit (“Autorização de Residência”) that allows these nationals to live in Portugal for one year, which can be renewed every two years, for a total of five years. After this, people can apply for a permanent residence permit.

All non-EU citizens applying for a Portuguese residence permit need to prove they have sufficient funds and accommodation, as well as meet other requirements, depending on the reason for requesting a Portuguese residence permit.

**Non-EU nationals coming to Portugal to work** for less than three months need to get a short-term Portuguese Schengen visa – but if the employment situation is expected to last longer than three months, they’ll need a long-term Portuguese Schengen visa (and then a residence permit, as explained above).

### → Where to apply

The [Portuguese Immigration Office](#) (SEF) is responsible for issuing Portuguese resident permits, and deals with all related issues.

### → Hiring tech talent to work across borders

Remember you are not limited to hiring locally residing tech talent. From Portugal, you can hire people in other countries and/or continents not just for relocation, but also to work cross-border remotely.

The main challenges you’ll face here are:

- [Defining your global recruitment strategy, mostly regarding the countries you’ll want to target;](#)
- [Tapping into the target countries’ tech talent pool, making your brand known;](#)
- [Assessing and selecting the best candidates;](#)
- [Onboarding and paying the hired tech professionals in the countries they’re at.](#)

Our advice to enter the global recruitment challenge is to look for a global recruitment and payments partner like [Landing.Jobs](#).

# Final Notes



The way professionals look for jobs, establish and build their own businesses is shifting. Along with that, countries like Portugal have taken the lead and have been receiving thousands of top professionals looking to take advantage not only of the weather and the beauty, but also of the economic growth and investment the country is having and promises to maintain in the following years.

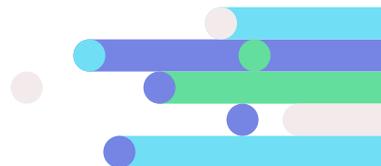
For those considering moving or setting up a company in Portugal, this has proven to be the right moment, and that is precisely what we illustrated in this book. **Portugal Tech Hub** alliance aims to create an all-in-one manual for living, working and/or creating tech teams in Portugal with the most relevant matters you must take into consideration when making that decision. We hope you were able to find all the information you were looking for and more!

In order to provide you with the data most fit to your interest, we'll be expecting your honest feedback and comments, reach out through [portugaltechhub.pt](https://portugaltechhub.pt).

We would like to thank all our partners for the help on making this booklet a reality. We would like to give a special thanks to [aicep Portugal Global](#), [IAPMEI](#), [Invest Lisboa](#), [Invest Porto](#), [Landing.Jobs](#), [Portugal Digital](#) and [Startup Portugal](#) for being founders of this project.

In the end, as you've learned on the beginning of this booklet, **quem não arrisca não petisca.**

And if that isn't a good enough reason, I don't know what is.





## About Landing.Jobs

[Landing.Jobs](#) is a one-stop-shop partner for all your tech hiring needs, providing access to our community of 150K+ local and international candidates on our platform. Our solutions cover Hiring/Contracting of individuals or teams, Employer Branding and Workforce Payments. We connect you with the right tech talent, quickly, saving time and money so you can focus on the essential: your business. We also help companies extend their IT capacity by helping them create IT teams or tech centres in foreign countries (like Portugal).

## About aicep Portugal Global

[aicep Portugal Global](#) - Trade & Investment Agency (AICEP) is a government business entity focused on encouraging the best foreign companies to invest in Portugal and contribute to the success of Portuguese companies abroad in their internationalization processes or export activities. AICEP is your go-to Agency, and reliable partner, whenever you are looking to invest or buy Portuguese services or products.

## About IAPMEI

In the scope of the Ministry of Economy and Maritime Affairs and covering all fields of industry, except tourism, [IAPMEI](#)'s mission is to promote competitiveness and business growth through the management of instruments and programs aimed at strengthening SME innovation, entrepreneurship and business investment.

## About Invest Lisboa

Besides promoting Lisbon abroad as a destination for investment, companies and talents, as well as projects which may boost the city's economy (such as Startup Lisboa, a business incubator), [Invest Lisboa](#) provides personalized, free and confidential support to investors, companies and entrepreneurs willing to invest in Lisbon, regardless of their nationality, sector and project dimension. Since 2009, Invest Lisboa has supported more than 4000 investment projects and companies, working closely with Lisbon's City Council, the Portuguese Chamber of Commerce and Industry, aicep Portugal Global, and several other partners.

## About Invest Porto

[Invest Porto](#) is a municipal agency promoting global investment into the city of Porto, the largest metropolis in Northern Portugal. Core activities range from investment generation and business facilitation to aftercare, investment policy advocacy and talent attraction. Last year, InvestPorto provided support to 100 new investment projects in Porto, worth 1 billion euros in capital investments and 3,641 new local jobs, mainly in high tech and knowledge-intensive sectors.

## About Portugal Digital

[Portugal Digital](#) Mission Structure was created to be one of the key components to Portugal's transition to a more digital, competitive, and internationally strengthened country

in the context of digital transformation, tasked with monitoring, operationalizing, and implementing the initiatives planned out in the Action Plan for Digital Transition.

### **About Startup Portugal**

[Startup Portugal](#) is a non-profit association with the mission of promoting entrepreneurship and innovation in Portugal. In liaison with different entities and partners, it develops several initiatives that contribute to the growth of the ecosystem and a greater culture of entrepreneurship in the country.

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### **About Algarve Tech Hub**

The [Algarve Tech Hub](#) is a strong Tech Ecosystem that aims to develop and promote the Algarve region as the best lifestyle tech hub of Europe for technology-focused companies and individuals, identify talents and attract international stakeholders into the region, namely strategic investors, the scientific and the digital nomad & remote workers community.

### **About Beta-i**

[Beta-i](#) is the market leader in Europe and Latin America for collaborative innovation. We are the innovation acceleration partner of choice for world-class companies, developing strategies and programs with in-company teams or wider ecosystems to find solutions for business challenges. With more than 10 years of expertise, we are highly experienced in pilot-oriented projects with curated startups and helping ecosystems to grow by connecting corporates, entrepreneurs and experts from all over the world.

### **About IDEA Spaces**

[IDEA](#) is a community. If at first glance it may seem like a network of cowork spaces, the truth is that, when experienced, everything becomes clearer. A community cannot be explained, and neither can the IDEA experience. You could only live it. With more than 2,000 members, more than 360 companies, 4 locations in Lisbon, it was one of the first coworks created in Portugal and is today one of the largest communities of entrepreneurs in the country. Find out more about IDEA and the memberships available on our digital channels, or visit us!

### **About InvestBraga**

[InvestBraga](#) works on the attraction of investment and entrepreneurs to Braga, by placing Braga on the radar of national and international investment and helping companies to find all the answers and support they need when they want to invest, aiming to provide a fast track for their investment. The investment attraction also takes place through its innovation hub, Startup Braga, which works in liaison with external entrepreneurial support networks, contributing to the promotion of the city and its potential. Startup Braga supports projects of high entrepreneurial potential with global ambitions and dedicates itself to the creation, acceleration, and incubation of startups.

### **About IPN Incubator**

[IPN Incubator](#) - Association for the Development of Incubation Activities for Ideas and Businesses - is a private, non-profit institution created in 2002 on the initiative of Pedro Nunes Institute (IPN) and the University of Coimbra. At the Incubator, companies in the first years of existence have access to conditions that promote access to the scientific and technological system and a wide range of services facilitating the startup process and entrance to the market through training in technical and management areas and contact with national and international markets.

### **About LISPOLIS**

[LISPOLIS](#) has been hosting and supporting tech companies, startups, SME's and big companies or multinationals in Lisbon. Offering office space and the possibility of installing Laboratories, LISPOLIS focus is on supporting companies achieving success, LISPOLIS support goes from raising money, public or private, grants or risk capital, finding opportunities for companies and matchmaking, and an events agenda. Hosting 130 companies, LISPOLIS is the community leader and member of the Portuguese strategy for entrepreneurship.

### **About Morais Leitão**

[Morais Leitão](#) set up Team Genesis to respond to the growing needs of emerging/growth companies and their investors (venture capital and private equity), leveraging our international networks. We advise founders and investors in "bet the company" transactions and investment rounds and exits, notably equity rounds (seed and preferred rounds), convertible notes (or convertible equity/advanced subscription), venture debt and trade sales (including acqui-hires).

### **About City of Fundão**

[Fundão](#), located in the Centre of Portugal, is the home and natural office for talented people of 63 different nationalities, who have found here an integrated innovation ecosystem to accelerate ideas, host businesses and train talent. Composed of a specialized support team, infrastructures, a wide range of partners, competitive incentives, simple and agile mobility programmes, and a welcoming and friendly community, in Fundão you will find an ecosystem truly committed with your success and life quality.

### **About NomadX**

[NomadX](#) is on a mission to revolutionise life and travel for remote workers through on-site communities. As Digital Nomads ourselves, we work with local governments to build real, on-site communities boosting local economies & creating meaningful experiences. We run the popular NomadX Private Travel Community where we share hacks, tips & special offers to our community members.

### **About Associação NONAGON**

[NONAGON](#) intends to provide advanced services and technical support to promote knowledge transfer and the incubation of technology-based companies. Thus, more startups and spinoffs can emerge, resulting in more qualified jobs and high-value-added products and services. NONAGON has been contributing to stimulating an innovation ecosystem that enables the development of applied research capacity in its priority areas of activity.

### **About NOW – No Office Work**

Coworking for individuals and teams, makers space and events venue in Beato area, next to Beato Creative Hub. [NOW](#) Beato is a innovation hub with, flex desk, fixed desk, team desk, studios, makers space and a venue for events up to 100 pax. Innovation community with innovation acceleration programs.

### **About PRA – Raposo, Sá Miranda & Associados**

[PRA – Raposo, Sá Miranda & Associados](#), Sociedade de Advogados, SP, RL is today the result of shared values, desires and goals that have created synergies and valences, in a firm of strong, dynamic, ambitious and well prepared lawyers. It offers a structured and oriented organization to its clients, provided with a set of oriented human and technical

resources for the integrated legal advice, and specialized legal training, addressing its services to corporate clients, individuals, public entities and professional associations.

### About RoyalTax

[Royaltax](#) is an accounting firm focused on solving problems and creating added value to their clients' day-to-day lives, regardless of where in the globe they are. They have a team of prosecutors, accountants and lawyers who together create solutions for their clients to establish and keep their activities in the most efficient way possible in our beautiful country, Portugal.

### About Savills

Founded in the UK in 1855, [Savills](#) is one of the world's leading property agents. Our experience and expertise spans the globe, with 600 offices across the Americas, Europe, Asia Pacific, Africa and the Middle East. Our scale gives us wide-ranging specialist and local knowledge, and we take pride in providing best-in-class advice as we help individuals, businesses and institutions make better property decisions.

### About SRS Advogados

For 30 years as a leading reference in the field of law, [SRS Advogados](#) is a full-service firm, focused on excellent legal services, geared to the needs of Clients, in all business areas, and in any part of the world. SRS's mission is to be at the Client's side, anticipating their needs and presenting innovative legal solutions. We are the leader in the relationship with the Client.

### About Startup Leiria

[Startup Leiria](#) is a business incubator and accelerator created in 2004 in Leiria that encourages innovation and entrepreneurship. It aims to help bridge the "gap" between the initial stages of the entrepreneurial process (idea generation) and market entry for innovative and knowledge-intensive businesses. Throughout its history, Startup Leiria has already supported more than 500 startups. Currently, it's working with 100+ projects, providing them access to an ecosystem that offers a wide network of contacts. Startup Leiria is a business incubator and accelerator created in 2004 in Leiria that encourages innovation and entrepreneurship. It aims to help bridge the "gap" between the initial stages of the entrepreneurial process (idea generation) and market entry for innovative and knowledge-intensive businesses. Throughout its history, Startup Leiria has already

supported more than 500 startups. Currently, it's working with 100+ projects, providing them access to an ecosystem that offers a wide network of contacts.

### **About Startup Lisboa**

[Startup Lisboa](#) supports the creation of companies and their first years of activity. Founded in 2012, it's a private non-profit association that provides entrepreneurs with office space as well as a support structure - mentoring, strategic partnerships and perks, access to investment, networking activities and a community based on knowledge and sharing.

### **About Startup Madeira**

Established in 1997, [Startup Madeira](#) is an incubation centre that contributes to the emergence of startup companies, supporting them in the early stages and in the aggregation of value. It's a full member of EBN, which allows additional support in developing innovative projects in such important matters as exportation to foreign markets, internationalization/transnational co-operation, exchange of experiences, and transfer of know-how and technology.

### **About TecParques**

Founded in 1999 and starting activity in 2001, [TecParques](#) – Portuguese Association of Science and Technology Parks is the non-profit association that represents the technology parks in Portugal.

### **About TERINOV**

[TERINOV](#) Science and Technology Park provides a multidisciplinary ecosystem where entrepreneurs, researchers, start-ups, and SMEs can develop their research and business models, optimizing the design and technological requirements that add-value to their services and products, becoming more profitable and sustainable. TERINOV offers a set of state-of-the-art services and infrastructures (e.g., wet and dry labs, biotech labs, dairy innovation labs, experimental field parcels) and privileged access to specialized business mentors, investors, scientific consultants, and to national and international partners and networks.

## About The Fintech House

[The Fintech House](#) is the biggest Fintech, Regtech, Insurtech and Cybersecurity Hub in Portugal. This is a space where Startups, Investors, Corporations and Regulators will work together and create value for the future. This is the must-go place for Fintech in Portugal.

## About UPTEC

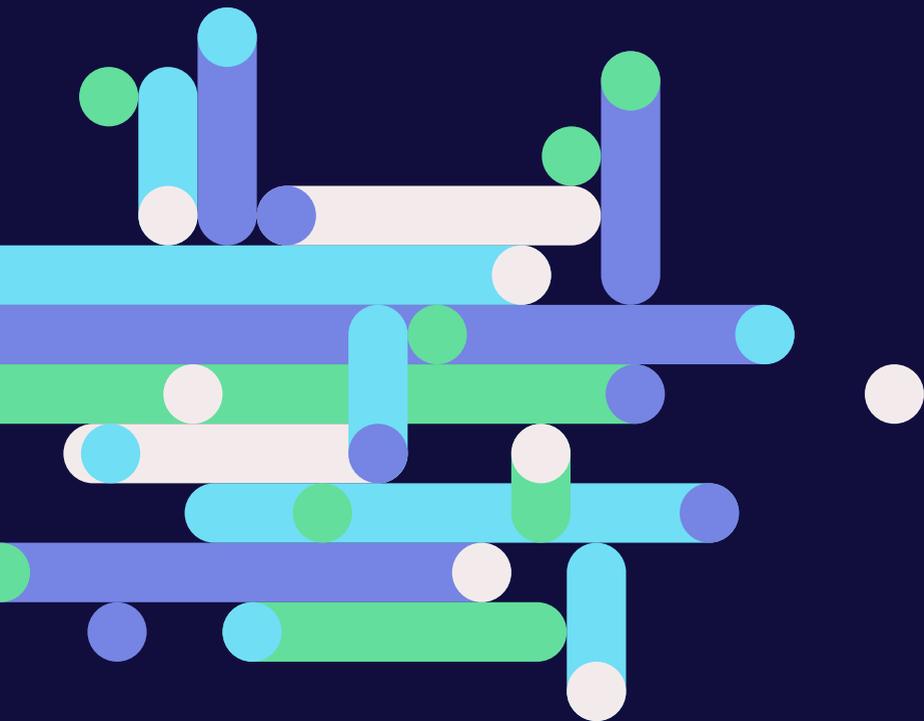
[UPTEC](#) fosters the creation and development of business projects in the arts, sciences and technologies, through sharing knowledge between university and the market. Following a clustering strategy and resource sharing between startups, innovation centres and anchor projects, UPTEC offers its projects the specific support they need, engaging them into a broader and transversal network of national and international partners and mentors. Since the beginning of its activity, in 2007, UPTEC has supported more than 660 business ideas.

## About WorkHub

In Braço de Prata, away from the hustle and bustle of the city center, in an industrial space we offer flexible work and storage spaces to freelancers, entrepreneurs, startups, and SMEs. Inspired by the proximity to the river, in a neo-industrial style and in an easily accessible location, we present a high-tech space that promotes environmental sustainability.

## About Work-in

[WorkIN](#) was born just one year ago, a flexible and shared office space with the goal of creating a community. Our Space is in Porto, Edifício Transparente, and we have around 2000m2, approximately 30 companies and 270 users in our spaces.



**“Quem não arrisca não petisca”**

(please find the translation inside the book)