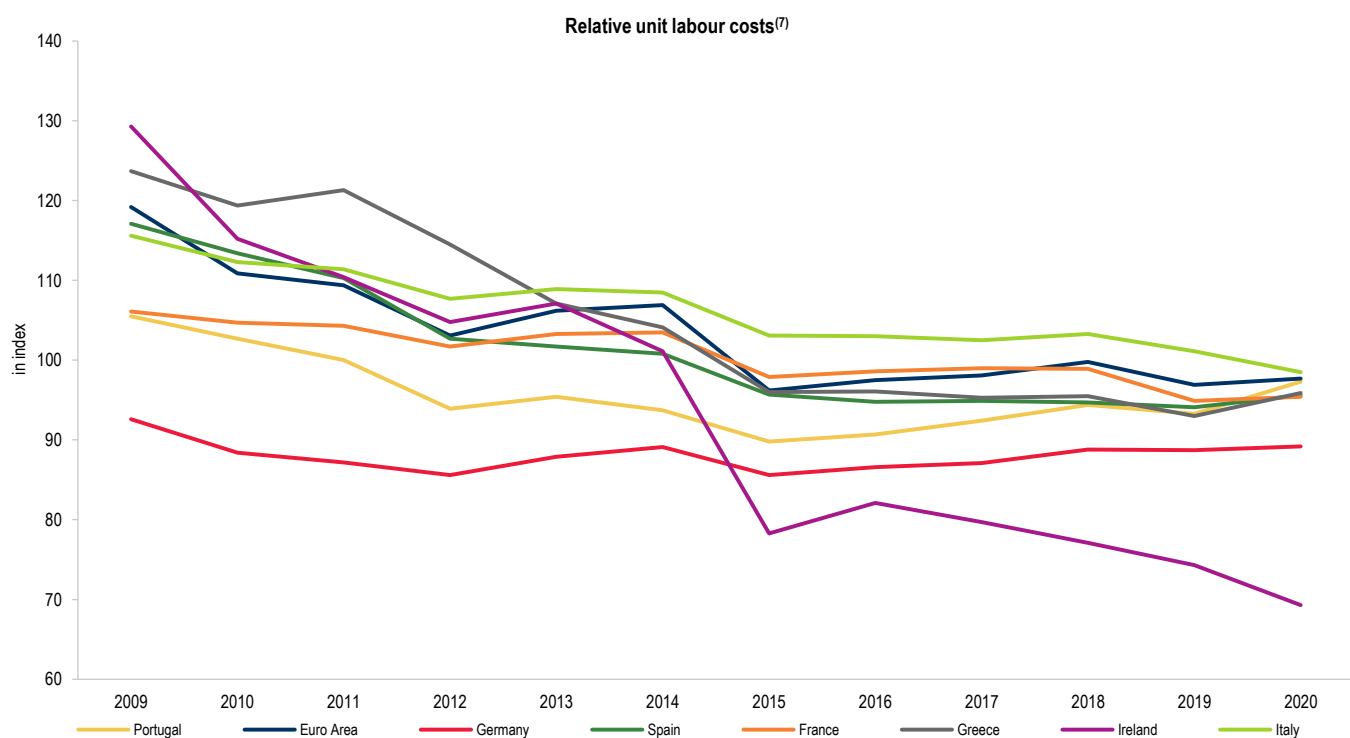


A.4 Productivity and labour costs

Sources: Banco de Portugal, Instituto Nacional de Estatística, Ministério da Economia e do Emprego, Instituto de Informática do Ministério da Solidariedade e Segurança Social, European Central Bank and Eurostat

	Portugal			Euro Area ⁽¹⁾			Differential		
	2018	2019	2020	2018	2019	2020	2018	2019	2020
	(annual rate of change - a.r. - in percentage)						(in percentage points)		
	1	2	3	4	5	6	7	8	9
1 Compensation per employee ⁽²⁾	3.9	3.5	2.9	2.2	1.9	-0.7	1.7	1.6	3.6
2 Productivity ⁽³⁾	0.5	1.7	-5.9	0.3	0.1	-5.2	0.2	1.6	-0.7
3 Unit labour costs ⁽⁴⁾	3.4	1.8	9.3	1.9	1.8	4.9	1.5	0.0	4.4

	Portugal								
	Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20
	(rate of change ⁽⁵⁾ - in percentage)								
	1	2	3	4	5	6	7	8	9
4 Implicit average negotiated wage growth - Total excluding general government	4.0	4.5	2.9	3.4	8.1	5.0	0.8	.	1.4
	(accumulated rate of change ⁽⁶⁾ - in percentage)								
5 Compensation of employees declared to Social Security.....	2.2	1.6	1.7	1.9	2.0	2.2	2.3	2.7	2.5



(1) Euro Area: fixed composition 19 countries. The annual series are computed on quarterly series working day adjusted.

(2) Compensation per employee is calculated as the ratio of compensation of employees to employees. In the case of Portuguese data, compensation per employee is adjusted for the direct effects of the sale of tax credits by the general government in 2003. For more details see Box 6.1 "Budgetary effects of the temporary measures implemented from 2002 to 2004", Annual Report 2004, Banco de Portugal. In addition, the series on compensation per employee is based on data from the national accounts – ESA 2010 – base 2011, applying the same methodology for the period prior to 2005. For more details about this methodology, see Box 2 "Relative unit labour costs in Portugal: methodological issues and developments in the last decade", Economic Bulletin Summer 2010, Banco de Portugal. Employment is measured as number of individuals.

(3) Productivity is calculated as the ratio of real GDP to total employment. Total employment is measured as number of individuals.

(4) Unit labour costs are calculated as the ratio of compensation per employee to productivity.

(5) Rates for each month are based on the annual increase of the negotiated wages weighted by the number of workers covered.

(6) Total compensation includes all types of payments to employees reported in the Compensations Management System of Instituto de Informática and identified in the Identification and Qualification System of the Social Security. The categories of compensations included are: permanent compensation, vacation and christmas subsidies and other types of compensation (namely bonuses, promotions, variable income and other subsidies). The Compensations Management database is permanently updated. Nevertheless, there are some reporting delays that affect mainly the last 4 months.

(7) The series plotted refer to real effective exchange rates deflated by the relative unit labour costs. A positive change means an increase in the relative costs of exporting. For Portugal, compensation data were adjusted (for more details see note 2). Figures for the Euro Area refer to a group of 19 trading partners. For the other countries, including Portugal, the series are calculated vis-à-vis the 18 other Euro Area countries and a group of 19 non-Euro Area trading partners.