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Update

Employment Law



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National Minimum Wage in 2024: 820 Euros

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In 2011 and during the period of the Economic and Financial Assistance Program, the Portuguese State took on the obligation not to increase the guaranteed minimum monthly wage ("GMMW"), unless this was justified in the light of economic and labour market developments. This resulted from Measure 4.7 of the Memorandum of Understanding on Specific Economic Policy Conditionality, signed that year between Portugal and international partners (International Monetary Fund, European Commission and European Central Bank).

Following the conclusion of the assistance Program, the Government approved Decree-Law no. 144/2014 of 30 September, increasing the value of the GMMW from **485 euros** to **505 euros** as of 1 October of that year (2014).

In 2015, Decree-Law 254-A/2015 of 31 December, which came into force on 1 January 2016, updated the GMMW to **530 euros**.

Decree-Law 86-B/2016, of 29 December, increased the GMMW to **557 euros** in 2017, Decree-Law 156/2017, of 28 December, provided for an increase in the GMMW to **580 euros** in 2018, Decree-Law 117/2018, of 27 December, set the GMMW at **600 euros** in 2019, Decree-Law 167/2019, of 21 November, set the GMMW at **635 euros** in 2020, Decree-Law no. 109-A/2020, of 31 December, updated the GMMW to **665 euros** and, in 2021, Decree-Law no. 109-B/2021, of 7 December, set the GMMW at **705 euros** in 2022. Finally, in 2022, Decree-Law 85-A/2022 of 22 December set the GMMW at **760 euros** in 2023.

For 2024, Decree-Law 107/2023 of 17 November set the GMMW at **820 euros**. In this context, the aim is for the GMMW to reach 900 euros by 2026.

Year ⁱ	GMMW (€)
2015	505
2016	530
2017	557
2018	580
2019	600
2020	635
2021	665
2022	705
2023	760
2024	820

This update takes effect on **1 January 2024**, implementing the provisions of the Labour Code that recognize the right of employees to an GMMW, the value of which is determined annually by specific legislation, after consultation with the Permanent Social Dialogue Committee.

ⁱ For a more detailed evolution, see <https://www.pordata.pt/Portugal/Sal%C3%A1rio+m%C3%ADnimo+nacional-74-7892>