



## 24.2% OF THE UNEMPLOYED IN THE 4<sup>TH</sup> QUARTER OF 2024 MOVED INTO EMPLOYMENT IN THE 1<sup>ST</sup> QUARTER OF 2025

Of the total persons who were unemployed in the 4<sup>th</sup> quarter of 2024, 59.4% (218.8 thousand) remained in that state in the 1<sup>st</sup> quarter of 2025, 24.2% (89.2 thousand) moved into employment and 16.4% (60.4 thousand) moved into inactivity.

In the same period, 27.0% (48.6 thousand) of unemployed men and 21.5% (40.5 thousand) of unemployed women moved into employment.

From the 4<sup>th</sup> quarter of 2024 to the 1<sup>st</sup> quarter of 2025, 31.1% (71.7 thousand) of the short-term unemployed and 18.0% (20.1 thousand) of those inactives belonging to the “potential workforce” moved into employment.

At the same time, 9.3% (70.2 thousand) of those who were self-employed and 21.6% (79.7 thousand) of those who were unemployed in the previous quarter became employees.

Of the total of employees who, in the 4<sup>th</sup> quarter of 2024, had a temporary work contract or other contractual arrangement, 24.3% (168.0 thousand) moved into a permanent work contract in the 1<sup>st</sup> quarter of 2025.

Of the total of workers who were part-time workers in the 4<sup>th</sup> quarter of 2024, 21.6% (95.8 thousand) changed to full-time work in the 1<sup>st</sup> quarter of 2025.

The percentage of persons who remained employed between the 4<sup>th</sup> quarter of 2024 and the 1<sup>st</sup> quarter of 2025, but changed jobs, stood at 3.3% (165.9 thousand).

In the same period, 3.6% (181.0 thousand) of those who remained employed continued to have two or more jobs and 2.0% (100.4 thousand) moved from one job to two jobs or more.

Of the total persons aged 16 to 34 who, in the 4<sup>th</sup> quarter of 2024, were not in employment, education or training (NEET), 23.8% (47.2 thousand) moved into employment in the 1<sup>st</sup> quarter of 2025, while 12.6% (24.9 thousand) started to attend education or training.

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Of the total persons who were employed in the 4<sup>th</sup> quarter of 2024, 96.8% (4,985.7 thousand) remained in that state in the 1<sup>st</sup> quarter of 2025, while 1.4% (69.9 thousand) moved into unemployment and 1.8% (93.2 thousand) changed into inactivity (Figures 1 and 2 and Table 1 in the annex).

At the same time, 59.4% (218.8 thousand) of the unemployed remained in that state, while 24.2% (89.2 thousand) moved into employment and 16.4% (60.4 thousand) into inactivity.

As a result, the net flow of employment (that is, total inflows minus total outflows) was positive and estimated at 32.6 thousand persons (as the quarterly change of the employed population in the 1<sup>st</sup> quarter of 2025). The net flow of unemployment was negative and estimated at 2.5 thousand persons (as the quarterly change of the unemployed population in the 1<sup>st</sup> quarter of 2025), as the number of persons who moved into unemployment (147.1 thousand) was lower than the number of those who left that state (149.6 thousand).

Figure 1. Quarterly labour market flows (thousand persons)

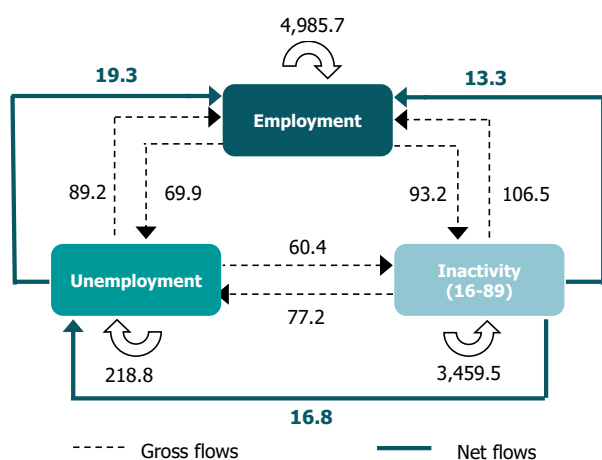
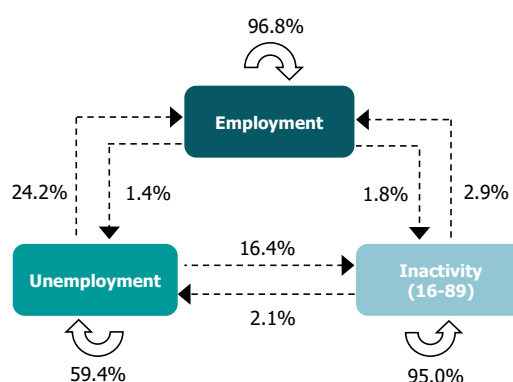


Figure 2. Quarterly labour market flows (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

Considering the flows from unemployment by sex (Figures 3 and 4), it is estimated that 27.0% (48.6 thousand) of unemployed men and 21.5% (40.5 thousand) of unemployed women in the 4<sup>th</sup> quarter of 2024 moved into employment in the 1<sup>st</sup> quarter of 2025.

In the same period, 15.1% (27.2 thousand) of men and 17.7% (33.3 thousand) of women in unemployment moved into inactivity.

Figure 3. Unemployment quarterly flows – Males  
(in % of initial status)

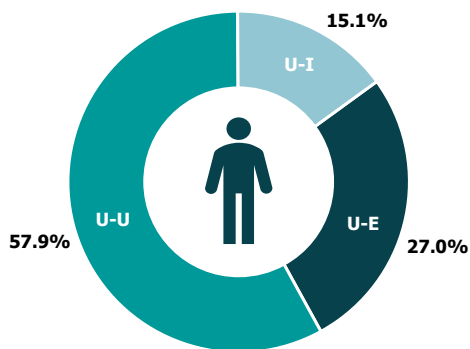
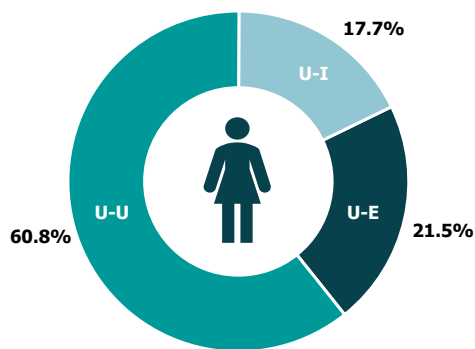


Figure 4. Unemployment quarterly flows – Females  
(in % of initial status)

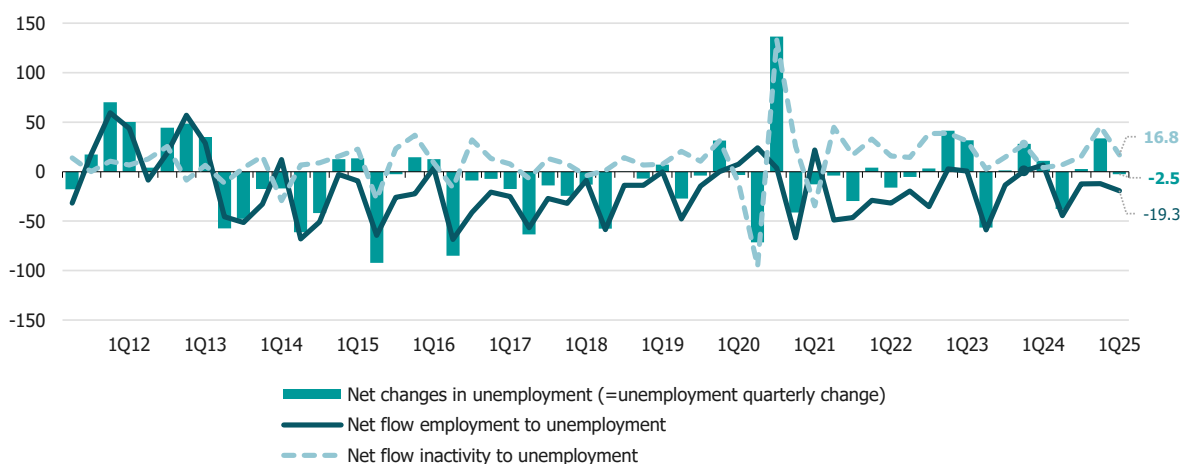


U-E: Transition unemployment-employment    U-U: Transition unemployment-unemployment    U-I: Transition unemployment-inactivity

Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

Figure 5 shows the quarterly changes and net flows into unemployment for the harmonized Labour Force Survey data series since 2011, thus allowing to quantify the contribution of each flow to the quarterly change in unemployment. In the 1<sup>st</sup> quarter of 2025, the net flow between employment and unemployment is the one that contributes to the decrease in unemployment, as the difference between the number of persons who moved from employment to unemployment (69.9 thousand) and the number of those who moved from unemployment to employment (89.2 thousand) is negative and lower than the difference between the number of persons who moved from inactivity to unemployment (77.2 thousand) and those who moved from unemployment to inactivity (60.4 thousand).

Figure 5. Quarterly net flows into unemployment (thousand persons)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

Figure 6 shows that 31.1% of short-term unemployed and 18.0% of those inactives belonging to the “potential workforce” in the 4<sup>th</sup> quarter of 2024 moved into employment in the 1<sup>st</sup> quarter of 2025. In the same period, 12.7% of long-term unemployed and 2.5% of “other inactive” also moved into employment.

According to Figure 7, 29.9% of those inactives in the “potential workforce” in the 4<sup>th</sup> quarter of 2024 moved into unemployment in the 1<sup>st</sup> quarter of 2025. These are non-employed persons who, in the 4<sup>th</sup> quarter of 2024, did not actively search for a job or did not show availability to start working in the reference week or in the following two weeks if they had found a job and who, in the 1<sup>st</sup> quarter of 2025, met both criteria (active search and availability to start working), thus becoming part of the unemployed population.

In addition, 29.3% of those inactives who were in the “potential workforce” in the 4<sup>th</sup> quarter of 2024 moved into the “other inactivity” in the 1<sup>st</sup> quarter of 2025, which means that they no longer actively search for a job and are not available to start working in the reference period, thus staying further away from the labour market.

Figure 6. Quarterly flows between employment, unemployment (by duration) and type of inactivity (in % of initial status)

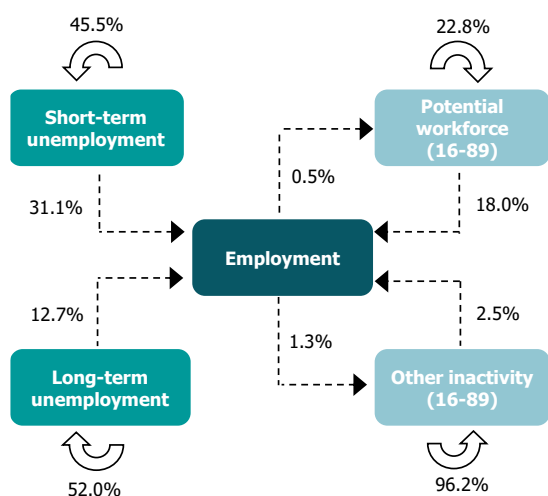
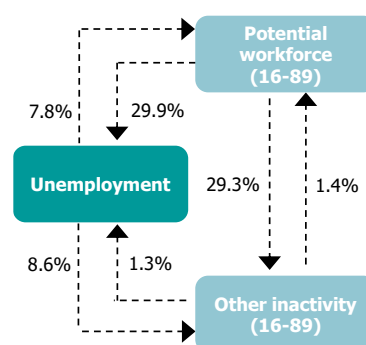


Figure 7. Quarterly flows between unemployment and type of inactivity (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

**Notes:**

Potential workforce - the group of inactives available to work, but not looking for a job and of inactives searching for a job, but not available to work;  
Other inactivity - includes every inactive person who is not part of the “Potential workforce”.

Figure 8 shows the quarterly flows from short-term and long-term unemployment to employment (in % of the initial status) referring to the harmonized series since 2011. In the case of the transition from short-term unemployment to employment, there was a decrease of 4.2 percentage points (pp) compared to the previous quarter and an increase of 3.1 pp in relation to the same quarter of the previous year. The transition from long-term unemployment to employment decreased in relation to the two comparison periods: 4.8 pp and 2.4 pp,



respectively. The transition rates from short-term unemployment to employment are consistently higher than those for long-term unemployment.

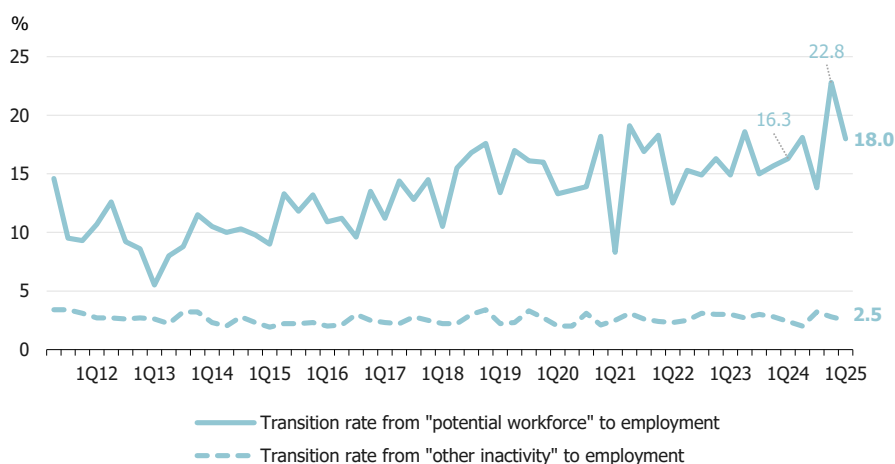
Figure 8. Quarterly flows between unemployment (by duration) and employment (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

In the case of flows into employment by type of inactivity (Figure 9), the results show a decrease of 4.8 pp in the transition from the “potential workforce” to employment between the 4<sup>th</sup> quarter of 2024 and the 1<sup>st</sup> quarter of 2025. Compared to the same quarter of the previous year, this flow increased by 1.7 pp.

Figure 9. Quarterly flows between inactivity (by type) and employment (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

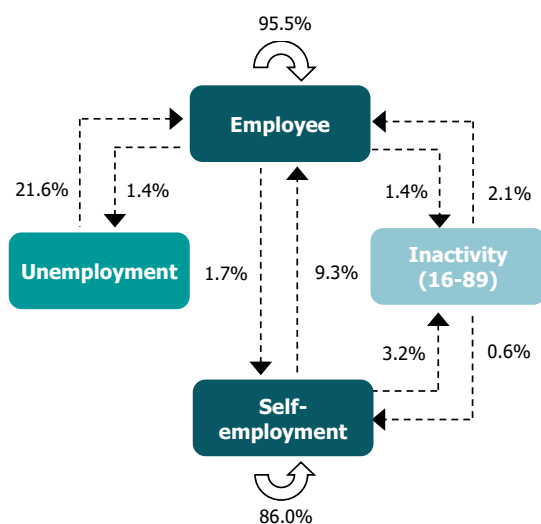


From the 4<sup>th</sup> quarter of 2024 to the 1<sup>st</sup> quarter of 2025, 9.3% (70.2 thousand) of those self-employed became employees (Figure 10). On the other hand, 1.7% (72.7 thousand) of those who were employees moved into self-employment.

In the same period, 21.6% (79.7 thousand) of the unemployed became employees.

Lastly, of the total of employees in the 4<sup>th</sup> quarter of 2024, 1.4% (60.7 thousand) moved into inactivity in the 1<sup>st</sup> quarter of 2025, while 3.2% (24.6 thousand) of those who were self-employed moved into inactivity.

Figure 10. Quarterly flows between professional status, unemployment and inactivity (in % of initial status)



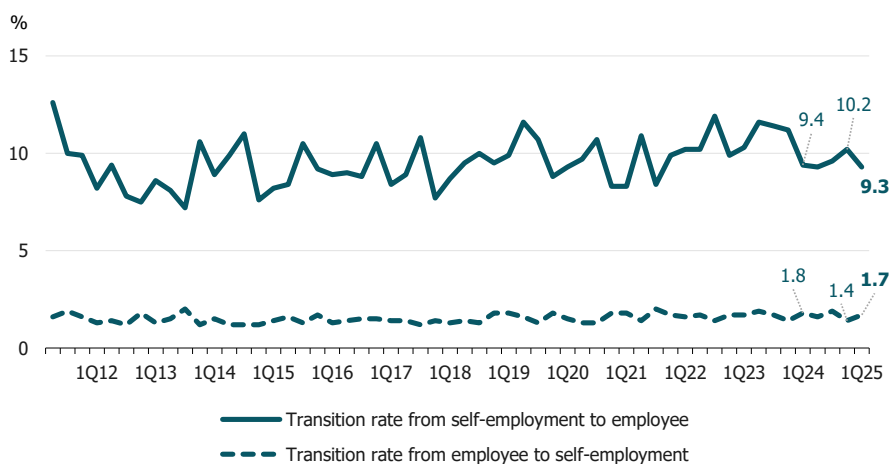
Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

**Note:** Due to low reliability, estimates regarding the flows between self-employment and unemployment are not published (these are transitions with little expression in the labour market).

According to Figure 11, the percentage of self-employed workers who, in the 1<sup>st</sup> quarter of 2025, moved to employee decreased by 0.9 pp compared to the previous quarter and 0.1 pp compared to the same period of the previous year.



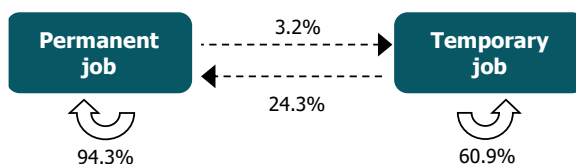
Figure 11. Quarterly flows by professional status (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

Of all employees that had a temporary job in the 4<sup>th</sup> quarter of 2024, 24.3% (168.0 thousand) changed to a permanent job in the 1<sup>st</sup> quarter of 2025.

Figure 12. Quarterly flows by permanency of the job (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

**Notes:**

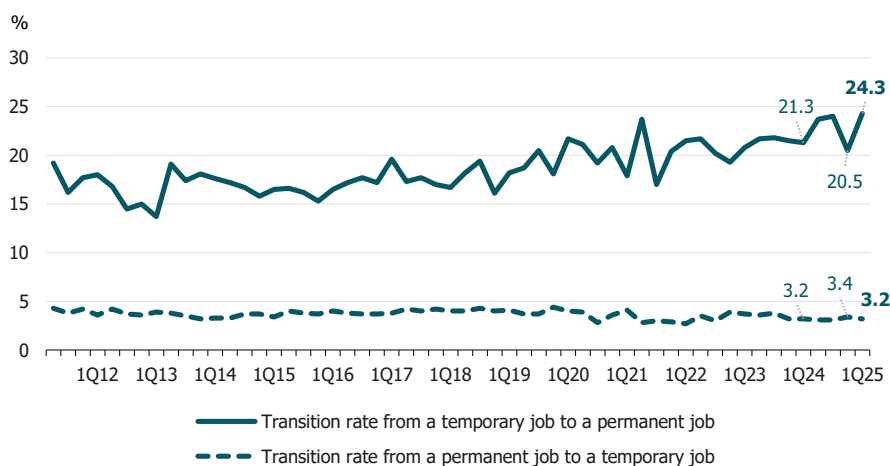
Permanent job - employees with a permanent job or work contract of unlimited duration.

Temporary job - employees with a temporary job or other contractual arrangement of limited duration.

Figure 13 shows that the percentage of employees who had a temporary job and changed to a permanent job in the 1<sup>st</sup> quarter of 2025 increased by 3.8 pp in relation to the previous quarter and 3.0 pp compared to the same quarter of the previous year.



Figure 13. Quarterly flows by permanency of the job (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

From the 4<sup>th</sup> quarter of 2024 to the 1<sup>st</sup> quarter of 2025, 21.6% (95.8 thousand) of all workers with a part-time job moved into a full-time job (Figure 14). At the same time, 16.9% (49.9 thousand) of all employees with a part-time job changed to a full-time job (Figure 15).

Figure 14. Quarterly flows between full-time and part-time workers (in % of initial status)

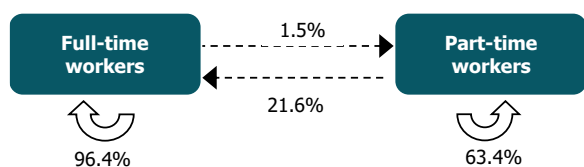
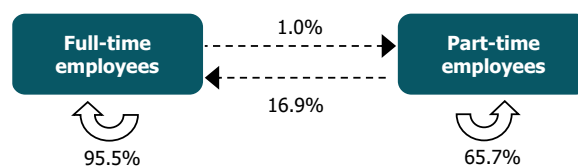


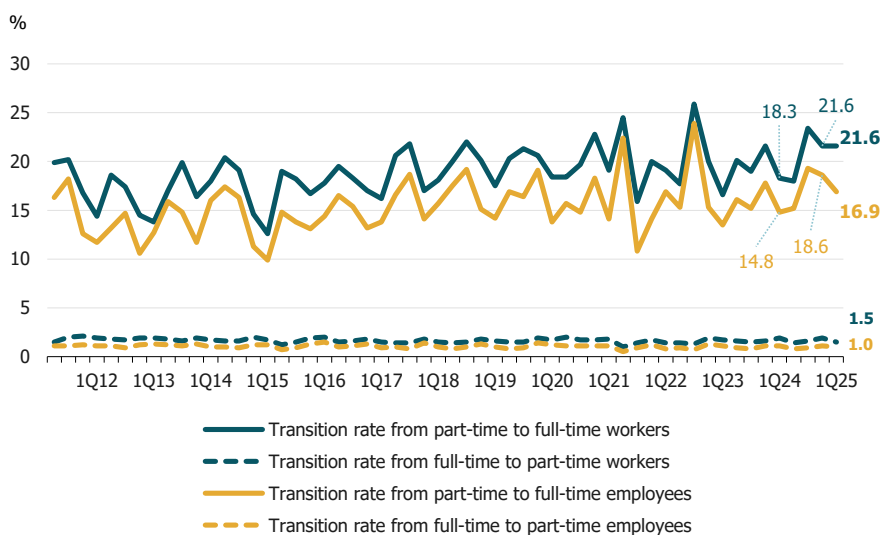
Figure 15. Quarterly flows between full-time and part-time employees (in % of initial status)



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

Compared to the previous quarter, the flow from part-time to full-time workers remained unchanged, having increased by 3.3. pp in comparison to the same quarter of 2024. Considering the employees, the flow decreased by 1.7 pp in relation to the previous quarter, having increased by 2.1 pp compared to the same quarter of the previous year (Figure 16).

Figure 16. Quarterly flows between full-time and part-time workers and employees (in % of initial status)

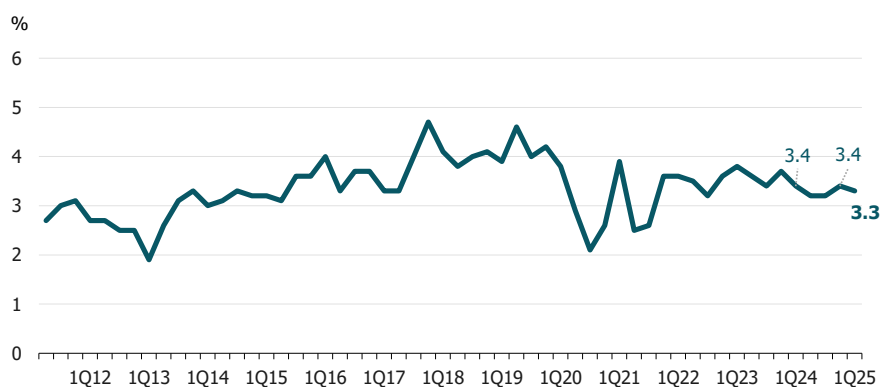


Source: Statistics Portugal, Labour Force Survey – 1<sup>st</sup> quarter of 2025.

The percentage of persons who remained in employment between the 4<sup>th</sup> quarter of 2024 and the 1<sup>st</sup> quarter of 2025, but changed jobs, stood at 3.3% (165.9 thousand), having decreased by 0.1 pp in relation to the two comparison periods (Figure 17).

This indicator includes persons who, not having moved directly from one job to another, may have been, within a quarter, temporarily unemployed or inactive before moving to a new job. It excludes, however, persons whose work contracts were renewed with the companies where they worked or with temporary work companies, as they do not constitute a change of employer. The quarterly job-to-job transition rate allows defining the relationship between the employed population moving from one job to another within a quarter and the quarterly flow from employment to employment.

Figure 17. Quarterly job-to-job transition rate (in % of transition employment - employment)

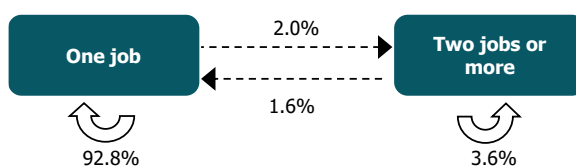


Source: Statistics Portugal, Labour Force Survey – 1<sup>st</sup> quarter of 2025.

Figure 18 shows that of the total persons who remained in employment between the 4<sup>th</sup> quarter of 2024 and the 1<sup>st</sup> quarter of 2025, 3.6% (181.0 thousand) continued to have two or more jobs and and 2.0% (100.4 thousand) moved from a single job to two jobs or more.

In the same period, 1.6% (78.9 thousand) of those who remained employed moved from two jobs or more to one job.

**Figure 18. Quarterly flows between number of jobs of the population remaining in employment (in % of transition employment - employment)**



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

**Notes:**

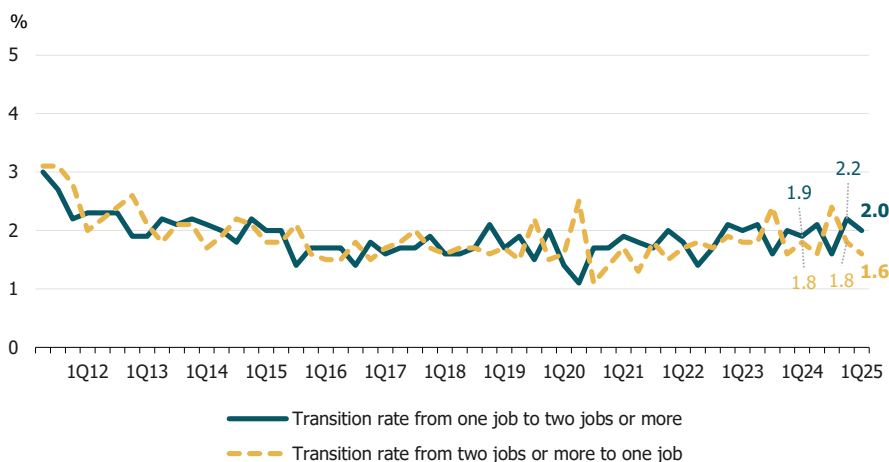
One job - Employed population carrying out only one economic activity.

Two or more jobs - Employed population carrying out other economic activities, in addition to the main activity.

Figure 19 shows that the percentage of persons who remained in employment and changed from one job to two or more jobs in the 1<sup>st</sup> quarter of 2025 decreased by 0.2 pp in relation to the previous quarter, having increased by 0.1 pp in relation to the same quarter of the previous year.

On the other hand, the percentage of those remaining in employment and moving from two or more jobs to a single job in the 1<sup>st</sup> quarter of 2025 decreased by 0.2 pp in relation to the two comparison periods..

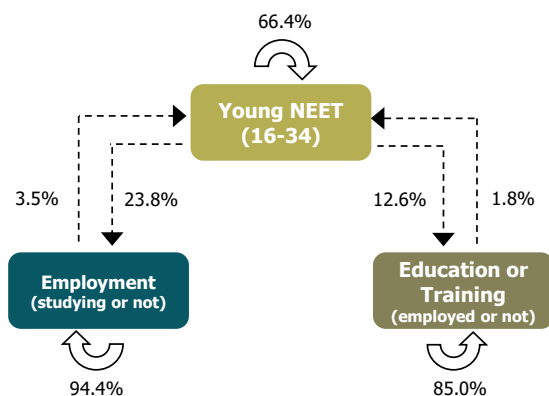
**Figure 19. Quarterly flows between number of jobs of the population remaining in employment (in % of transition employment - employment)**



Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

From the 4<sup>th</sup> quarter of 2024 to the 1<sup>st</sup> quarter of 2025, 66.4% (131.6 mil) of all young persons aged 16 to 34 who were not in employment, education or training (NEET) remained in that state, while 23.8% (47.2 mil) moved to employment and 12.6% (24.9 mil) started to attend education or training.

Figure 20. Quarterly flows between young persons aged 16 to 34 who are not in employment, education or training (NEET) and employment, education or training (in % of initial status)

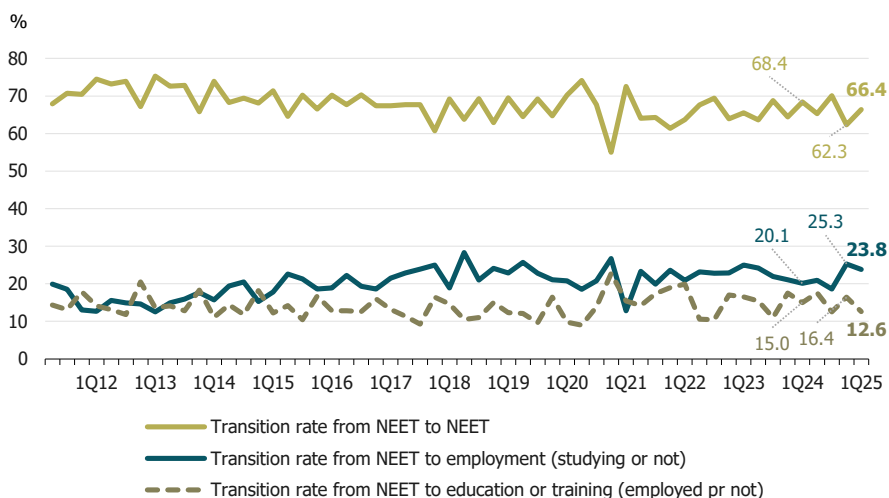


Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.

**Notes:**

Young NEET (16-34) - young persons aged 16 to 34 who are not in employment, education or training.  
 Employment (studying or not) - young persons aged 16 to 34 who are employed, regardless of whether they are or not in education or training.  
 Education or Training (employed or not) - young persons aged 16 to 34 who are in education or training, regardless of whether they are or not in employment.  
 Those who are simultaneously in employment and in education or training are counted in both states. Therefore, the transitions (in % of initial status) from any state to the other states (for example, NEET to NEET, NEET to employment and NEET to education or training) add up more than 100%.

Figure 21. Quarterly flows between young persons aged 16 to 34 who are not in employment, education or training (NEET) and employment, education or training (in % of initial status)



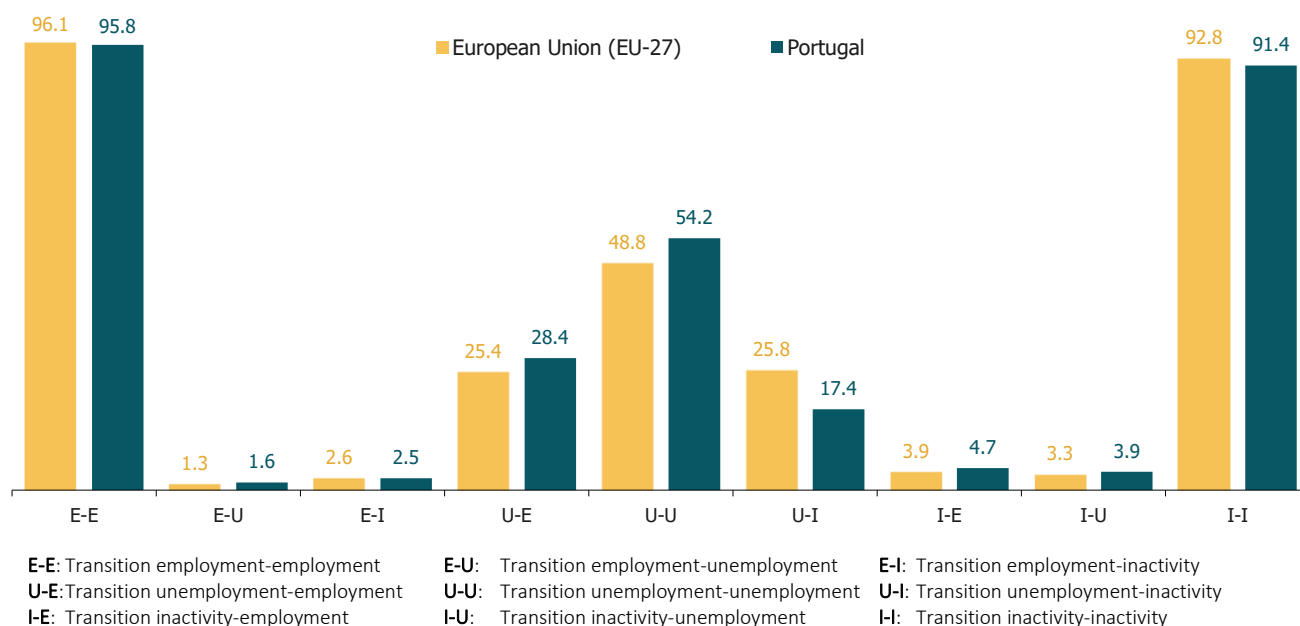
Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.



Compared to the previous quarter, the percentage of young persons aged 16 to 34 who remained without employment and without attending education or training increased by 4.1 pp.. In relation to the same quarter of the previous year, there was a decrease of 2.0 pp (Figure 21).

The results of the 4<sup>th</sup> quarter of 2024, released by Eurostat on 14 March 2025<sup>1</sup>, concerning the quarterly labour market flows of the population aged between 15 and 74<sup>2</sup>, indicate that 28.4% of those who were unemployed in Portugal in the 3<sup>rd</sup> quarter of 2024 moved into employment, this value being 3.0 pp higher than that of the European Union (25.4%). In the same period, 17.4% of the unemployed in Portugal changed to inactivity, while in the European Union this flow stood at 25.8%.

Figure 22. Labour market flows in the 4<sup>th</sup> quarter of 2024 in the European Union (EU-27) and Portugal (population aged 15 to 74; in % of initial status)



Source: Eurostat, Transitions in labour market status in the EU, 2024Q3-2024Q4 (population aged 15-74; in % of initial status) [[LFSI\\_LONG\\_Q](#)].

<sup>1</sup> The European Union Labour Market Flows for the 1<sup>st</sup> quarter of 2025 are expected to be released by Eurostat on 13 June 2025.

<sup>2</sup> For Portugal, those aged 15 in the 3<sup>rd</sup> quarter of 2024 were included in the inactivity into inactivity flow (remaining in inactivity).



Table 1. Quarterly labour market flows – Main results

Portugal	Quarterly value					Rate of change	
	1Q-2024	2Q-2024	3Q-2024	4Q-2024	1Q-2025	On year	On quarter
Flows	Thousand persons					%	
Transition employment - employment	4,871.6	4 901.1	4 933.3	4 928.7	4 985.7	2.3	1.2
Transition employment - unemployment	90.7	60.8	67.2	83.5	69.9	- 22.9	- 16.3
Transition employment - inactivity	121.4	97.5	99.4	128.7	93.2	- 23.2	- 27.6
Transition unemployment - employment	83.9	105.3	79.7	95.5	89.2	6.3	- 6.6
Transition unemployment - unemployment	204.4	195.1	177.1	180.7	218.8	7.0	21.0
Transition unemployment - inactivity	70.4	69.2	75.2	58.5	60.4	- 14.1	3.3
Transition inactivity - employment	103.9	93.5	127.9	124.7	106.5	2.5	- 14.6
Transition inactivity - unemployment	74.4	76.1	90.4	104.1	77.2	3.7	- 25.9
Transition inactivity - inactivity	3,407.1	3 452.3	3 429.8	3 409.3	3 459.5	1.5	1.5
Flows	In % of initial status					pp	
Transition employment - employment	95.8	96.9	96.7	95.9	96.8	1.0	0.9
Transition employment - unemployment	1.8	1.2	1.3	1.6	1.4	-0.4	-0.2
Transition employment - inactivity	2.4	1.9	1.9	2.5	1.8	-0.6	-0.7
Transition unemployment - employment	23.4	28.5	24.0	28.5	24.2	0.8	-4.3
Transition unemployment - unemployment	57.0	52.8	53.3	54.0	59.4	2.4	5.4
Transition unemployment - inactivity	19.6	18.7	22.6	17.5	16.4	-3.2	-1.1
Transition inactivity - employment	2.9	2.6	3.5	3.4	2.9	-	-0.5
Transition inactivity - unemployment	2.1	2.1	2.5	2.9	2.1	-	-0.8
Transition inactivity - inactivity	95.0	95.3	94.0	93.7	95.0	-	1.3

Source: Statistics Portugal, Labour Force Survey - 1<sup>st</sup> quarter of 2025.



## TECHNICAL NOTE

The main purpose of the Labour Force Survey is to classify the population in terms of their participation in the labour market. It is a quarterly sample survey, addressed to all persons living in the national territory.

Most of the characteristics observed in this survey report to the situation in one pre-defined week (from Monday to Sunday), known as reference week. The reference weeks are uniformly distributed throughout the quarters and years. The interviews usually take place in the week following the reference week.

The information is obtained directly, through computer-assisted interview by using a mixed data collection mode: the initial interview is done face-to-face by an interviewer visiting the household and the other five interviews are done by telephone if certain requirements are met. However, it should be noted that, following the COVID-19 pandemic and the measures adopted by the competent authorities, Statistics Portugal has decided, between the first half of March 2020 and the end of the collection of the 2<sup>nd</sup> quarter of 2022, to suspend the face-to-face collection mode, replacing it exclusively with telephone interviews. After analysing the impact of this suspension, Statistics Portugal decided to incorporate the variable "highest level of education completed" in the calibration weighting process from the 2<sup>nd</sup> quarter of 2020 to the 3<sup>rd</sup> quarter of 2023, in addition to the information usually used (monthly estimates of the resident population by sex, age group and region).<sup>3</sup>

The LFS sample is divided into six subsamples (rotations), and in each quarter a subsample is replaced by a new one (selected under the same design) after being observed for six consecutive quarters. This rotation design introduces a longitudinal component, thus allowing the follow-up of persons who remain in the sample for a maximum period of one and a half year.

The quarterly labour market flows are calculated taking into account the subsample of persons who responded simultaneously to the reference quarter and the previous quarter, which represents about 5/6 of the quarterly sample size. Considering that the scope of the flows refers to persons aged between 16 and 89 years old in the reference quarter, persons aged 15 years old in the previous quarter are included in the subsample and are classified as inactive. Persons aged 89 years old in the previous quarter and that have turned 90 years old in the reference quarter are excluded from the subsample.

The quarterly flows subsample weights are derived from the LFS cross-sectional weights<sup>4</sup> of the reference quarter and then recalibrated to compensate the sample size reduction and to ensure the consistency between quarterly flows estimates and LFS quarterly estimates according to:

- i) estimates of the employed, unemployed and inactive population by sex and ten-year age groups in the reference quarter;
- ii) estimates of the employed, unemployed and inactive population by sex in the previous quarter;
- iii) estimates of the resident population by subregions (LFS calibration weighting regions) in the reference quarter;
- iv) estimates of the employed population by professional status in the reference quarter and in the previous quarter;

<sup>3</sup>For more information, users should consult the "[Methodological note on the revision of the Labour Force Survey data: the context of the COVID-19 pandemic](#)", published on 8 November 2023 together with Press Release "[Employment Statistics – 3<sup>rd</sup> quarter 2023](#)".

<sup>4</sup> Calibration weights based on Monthly Resident Population Estimates, calculated specifically for the Labour Force Survey according to the 2021 Census final results.



- v) estimates of employees by type of work contract in the reference quarter and in the previous quarter;
- vi) estimates of the total employed population and employees by full-time or part-time job in the reference quarter and in the previous quarter;
- vii) estimates of the unemployed population by duration of unemployment in the reference quarter and in the previous quarter;
- viii) estimates of the inactive population by type of inactivity in the reference quarter and in the previous quarter;
- ix) estimates of the employed population by number of jobs in the reference quarter and in the previous quarter;
- x) estimates of young persons aged 16 to 34 by employment, education and training status in the reference quarter and in the previous quarter;
- xi) estimates by educational attainment in the reference quarter and in the previous quarter.

The quarterly estimates for the 2011 data series (in force from the 1<sup>st</sup> quarter of 2011 to the 4<sup>th</sup> quarter of 2020) were revised in the light of the reconciliation exercise with the 2021 data series, thus making it possible to compare the estimates between the two series.

Due to consistency, quarterly changes in the total population (movements in and out of scope: natural balance and the net migration) are reflected in the inactive population of the previous quarter. For this reason, the estimates of flows regarding the inactive population aged 16 to 89 may do not exactly match the published LFS inactive estimate or the population estimate for this age group (in the previous quarter) on the Statistics Portugal's website.

Due to rounding, the totals in tables and figures do not always match the sum of parts.

For more detailed information users should consult the "[Labour Force Survey methodological document](#)" (only in Portuguese) available at <https://smi.ine.pt/> (tab *Documentação metodológica; tema "Labour market"*).

The complete series of the main quarterly flows since 2011 are updated quarterly on the Statistics Portugal's website. In addition, all flow estimates for the last five periods are available in the Excel files attached to the Press Release.

## SOME CONCEPTS

**Unemployed:** person aged 16 and 74 who during the reference period met simultaneously the following situations:

- neither had a job nor was at work;
- had actively sought work, i.e. had actively searched for a paid or unpaid job during the specified period (reference period or the three previous weeks); and
- was available for a paid and unpaid job.

**Employed:** person aged 16 to 89 who, during the reference period, was in one of the following situations:

- worked for at least one hour for a wage or salary, in cash or in kind (including unpaid family work);
- had a formal attachment to his/her job but was not at work temporarily;
- was in early retirement but working in the reference week.



**Inactive:** person aged below 16, above 89, 16 to 89 who, during the reference period, could not be considered active, *i.e.*, was neither employed nor unemployed.

### On year change

The year-on-year change compares the level of the variable in the reference quarter with that in the same quarter of the previous year. This change, given a stable seasonality pattern, is not affected by fluctuations of this nature. It may, however, be influenced by one-off effects in a specific quarter.

### On quarter change

The quarterly change compares the level of the variable over two consecutive quarters. Although this indicator allows to monitor the recent pace of the variable, its computation is particularly influenced by seasonal effects and other specific effects in one of the quarters or both.

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