

# Portugal

## BENEFITS SUMMARY

Typical Employer Practice >50% of companies provide for employees	
<b>Retirement</b>	
Defined Contribution (DC) Pension	
Defined Benefit pension or Hybrid	
Additional pension benefits for managers	
<b>Health</b>	
Private Healthcare - Hospitalisation	✓
Private Healthcare - Prescriptions	
Private Healthcare - Medical	
Additional healthcare for managers	
Dental	
Optical	
<b>Insured</b>	
Disability	✓
Death Benefits	✓
<b>Other Benefits</b>	
Transportation Allowance	
Meal Allowances	✓
Housing Allowance	
Company Car /Allowance for managers	✓
Savings Plan	