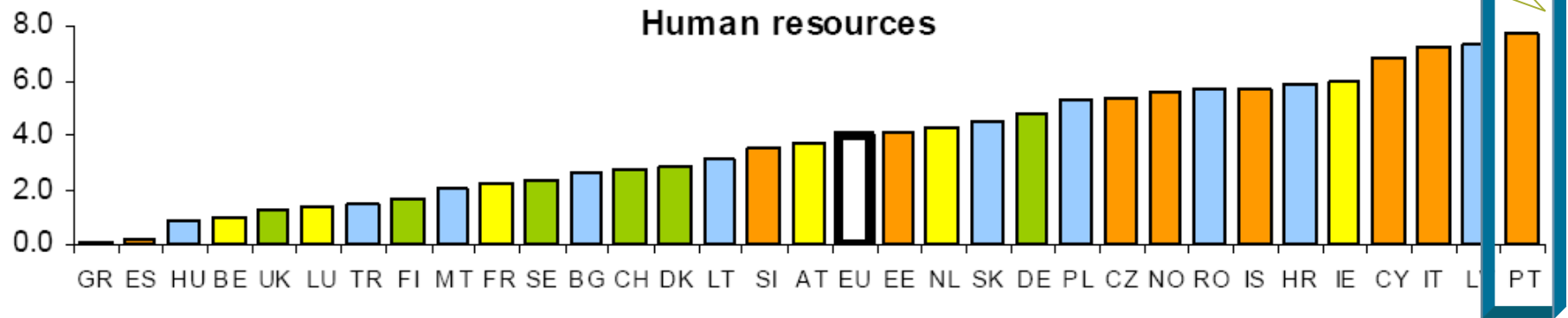


# Human Resources

## EUROPEAN INNOVATION SCOREBOARD 2008

### GROWTH PERFORMANCE PER DIMENSION



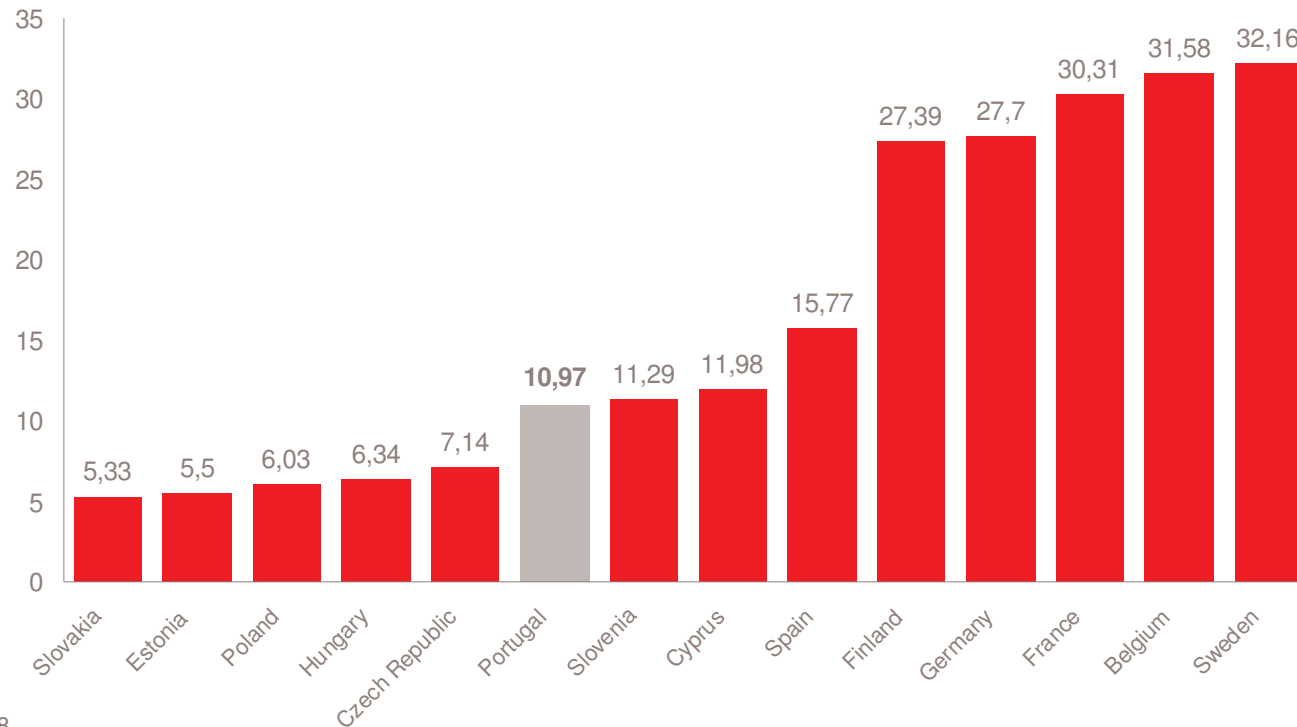
Over the past 5 years, Human resources, Finance and support, Firm investments and Throughputs have been the main drivers of the improvement in innovation performance, in particular as a result from strong growth in S&E and SSH graduates (9.8%), S&E and SSH doctorate graduates (19.2%), Broadband access by firms (25.1%), Business R&D expenditures (26.3%), EPO patents (8.4%) and Community trademarks (12.1%).

# Human Resources

**Labour costs:  
Higher value- added  
and more competitive**

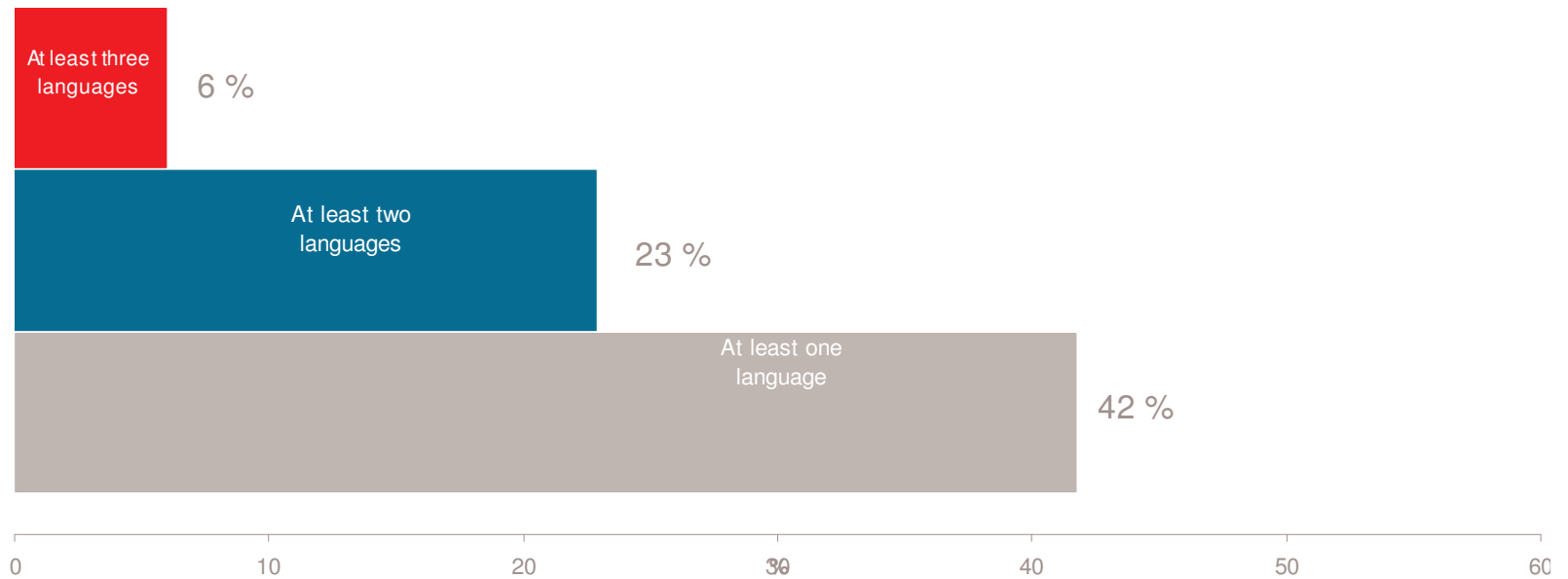
**Portuguese labour force** is known for its motivation, **adaptability and willingness to work**. Despite the **raise of the skills** of the work force, necessary to shift towards higher value- added and more competitive products, the **portuguese relation skills-wages continue to the best in Europe**.

## Average hourly Labour costs in Euro 2006



# Human Resources

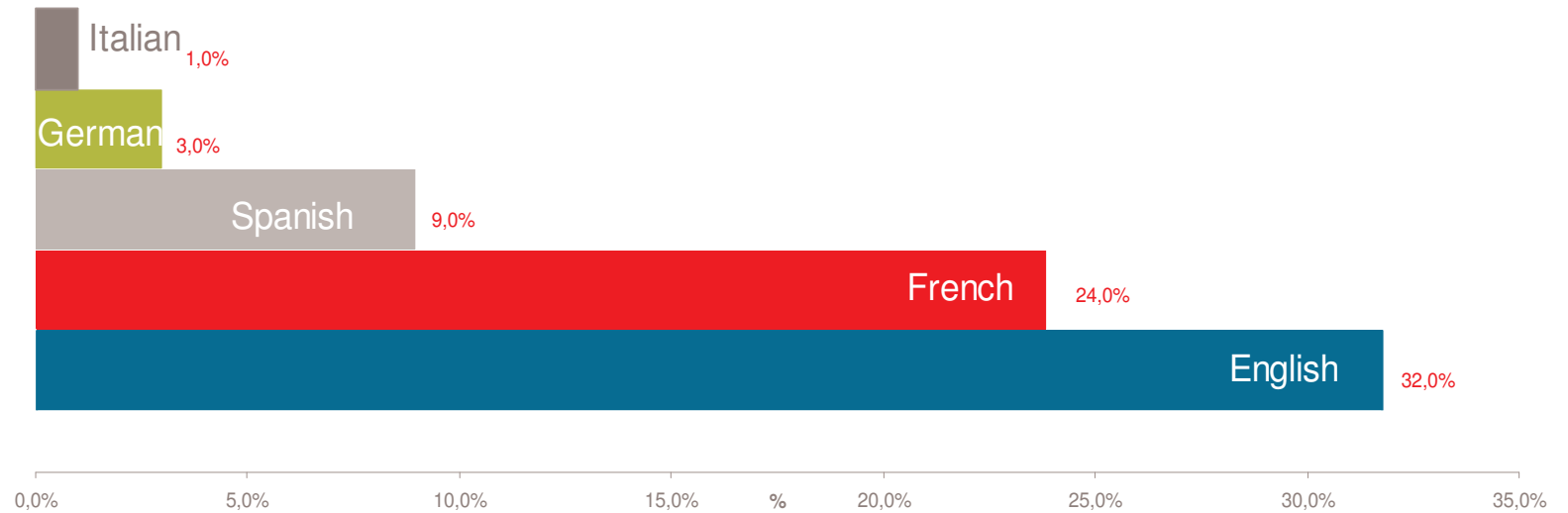
A considerable percentage of Portuguese are able to hold a conversation in a language other than their mother language



Source: Eurobarometer "EUROPEANS AND THEIR LANGUAGES" - February 2006

# Human Resources

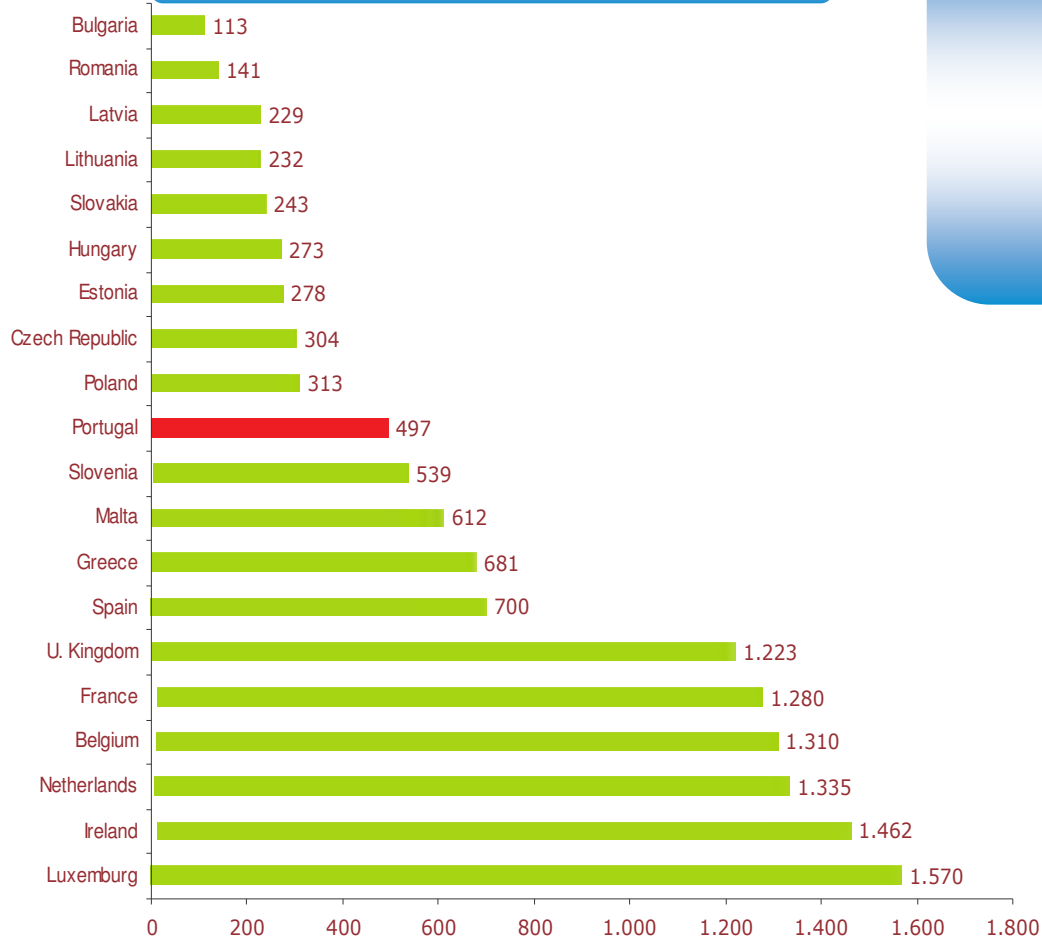
The most widely known languages - % country



Source: Eurobarometer "EUROPEANS AND THEIR LANGUAGES" - February 2006

# Human Resources

## Minimum salary €/month (2008)



Source: Eurostat/2008

## Labour Market:

- ✓ Lowest cost in EU15;
- ✓ Average growth rate of hourly labour costs (2002-2006): - 4,7%
- ✓ Growth rate in some Central and Eastern European countries: +10%.

## Average annual growth rate (2000-2006)

