

## iGlobal Law 2021 Annual Alert : Portugal

Legal Change	Effective Date	Action required
<p><b>Labour Code</b> The Government has announced its intention to implement up to end-2021 further amendments to the existing Labour Code to cover topics such as remote working, the right to disconnect, health and safety, privacy and platform workers.</p>	<p>Publication date has not yet been announced but is expected in 2021</p>	<p>Nothing at this stage but keep an eye out for the draft legislation.</p>
<p><b>Job Retention Schemes</b> This is financial support granted to employers, created to support the maintenance of jobs in companies in Covid business crisis where there is a temporary reduction of the normal working period of all or some of their employees. The Scheme provides wage compensation to employees covered by the reduction.</p> <p>Employees covered by this measure are entitled to: (a) salary for the hours effectively worked paid by the employer and (b) compensation for the hours not worked, in the amount of 4/5 of gross normal pay between the months of October to December 2020. The maximum compensation amount is EUR 1,905.00 (3 x national minimum wage).</p> <p>Micro, small and medium companies benefiting from this measure will also be entitled to a 50% partial exemption from the payment of social security contributions regarding the compensation paid to employees with a reduced working period, between the months of October to December 2020. This is likely to be extended.</p>	<p>It is expected that job retention schemes will be extended until June 30<sup>th</sup> 2021</p>	<p>Nothing at this stage but keep an eye out to confirm whether it is extended. Social Security website provides clear guidance.</p>
<p><b>Expiry of Collective Bargaining Agreements</b> This Government's draft legislation aims to suspend for 24 months the survival periods of collective bargaining agreements provided for in Labour Code. It is considered an element of public policy response to the crisis caused by Covid.</p>	<p>This proposal has not yet been approved, but it is expected to be approved soon.</p>	<p>Nothing at this stage but keep an eye out to confirm whether it is approved or not.</p>