

CUATRECASAS, GONÇALVES PEREIRA



LEGAL FLASH | EMPLOYMENT

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ORDINANCE NO. 149-A/2014, OF JULY 24

Published in the Portuguese official gazette, Ordinance no. 149-A/2014, of July 25, creates the *Medida Estímulo Emprego*, a measure to stimulate the employment, which consists in granting the employer financial support to the execution of employment contracts with unemployed individuals registered at the IEFP, I.P. (Institute of Employment and Vocational Training).

Main Requirements Relating to the Employer	<ul style="list-style-type: none"> - Having their situation regularized regarding taxes and contributions to Social Security; - Creating net employment and maintaining the employment level achieved with the incentive; - Provide training for the duration of incentive;
Scope of application	- Execution of an employment contract, full or part time, permanent or part-time, with various categories of registered unemployed in the IEFP, I.P..
Incentives	
Fixed-term Contracts	<ul style="list-style-type: none"> - 80% of the Social Support Index ($IAS = € 419.22$) multiplied by half of the whole number of months of the duration of the contract, and cannot exceed the value of 80% of $IAS \times 6$ - This financial support is exceptionally calculated based on 100% of the IAS in specific cases identified
Permanenet Employment Contracts	- 1,1 IAS x 12
Part-time Employment Contracts	- The support will be proportionately reduced, based on a normal weekly working period of 40 hours

This measure can be combined with other measures that provide for full or partial exemption from contributions to the Social Security system; it cannot, however, be combined with other direct measures applicable to the same job position.

The fixed-term employment contracts supported under *Measure Stimulus 2013* can benefit from the conversion of the employment contracts into permanent employment contracts provided for in Ordinance No. 106/2013 of March 14.

This *Medida Estimulo Emprego* came into force today.

ORDINANCE NO. 149-B/2014, OF JULY 24

Published in the Portuguese official gazette, Ordinance no. 149-B/2014, of July 24, introducing changes to the *Medida Estágios Emprego* (public funded internship regulation).

The following main changes introduced:

Object	- Accesses to regulated professions internships are also included
Scope of Application	- Extension to other types of unemployed, such as, ex-offenders and drug addicts
	- Local authorities, as well as entities part of the public or local corporate sector are excluded
Duration	- Reduced to 9 months, with possibility of extension up to 12 months in specific situations
Financial Assistance by the Institute of Employment and Vocational Training (<i>Instituto do Emprego e Formação Profissional</i>)	- Financial assistance by the IEFP in the internship grants is reduced to 80% or 65%, depending on the situation covered. - Increase of 15 percentage points in special situations is established

Applications submitted under the previous regimes, will be regulated by those regimes until the conclusion of the respective internships.

This *Medida Estágios Emprego* came into force today.

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