



Portugal : (Covid-19) Portuguese employment measures to mitigate the consequences of the COVID-19

By Catarina Carvalho, Professor of Law at [Universidade Católica Portuguesa \(Oporto School of the Faculty of Law\)](#). IR Share national expert for Portugal.

Decree of the President of the Portuguese Republic No. 14-A/2020 - Declares national emergency based on the verification of a situation of public calamity
<https://dre.pt/application/conteudo/130399862>

Decree No. 2-B/2020 - Regulates the extension of the national emergency
<https://dre.pt/application/conteudo/131068124>

Decree No. 2-A/2020 - Execution of execution of the national emergency declaration. According to Article 6 it is mandatory to telework, regardless of the employment relationship, whenever the activity performed by the worker allows it.
<https://dre.pt/application/conteudo/130473161>

Ordinance (Portaria) No. 85-A/202 - Defines and regulates the terms and conditions for the granting of extraordinary, temporary and transitory support for the social and solidarity sector, due to the epidemiological situation of the new coronavirus - COVID 19, with a view to supporting private institutions of social solidarity, social solidarity cooperatives, non-governmental organizations for people with disabilities and similar in the functioning of social responses
<https://dre.pt/application/conteudo/131122780>

Order No. 4146-C/2020 - It is determined that there is no loss of remuneration, length of service or vacation when elements of the security forces and services are in mandatory confinement in a health establishment or in their home, due to the danger of contagion by SARS-CoV-2
<https://dre.pt/application/conteudo/131122803>

Decree-Law No. 10-K/2020 - Establishes an exceptional and temporary regime of justified absences motivated by family assistance, in the context of the COVID-19 disease pandemic
<https://dre.pt/application/conteudo/131122803>

Decree-Law No. 10-G/2020 (amended by Rectification Statement No. 14/2020) - Establishes exceptional and temporary measures for job protection in the context of the COVID-19 pandemic, namely:

1. Expands the previous concept of business crisis and regulates a simplified procedure for the temporary reduction of working hours or the suspension of the employment contracts;
2. Establishes a particular professional training plan for workers;
3. Defines extraordinary financial incentives to support the regularization of the company's activity;
4. Allows for temporary exemptions from Social Security contributions due by the employer.

<https://dre.pt/application/conteudo/130779506>

<https://dre.pt/application/conteudo/130835104>

Decree-Law No. 10-A/2020 (amended by Rectification Statement No. 11-B/2020) -

Establishes exceptional and temporary measures related to the epidemiological situation of the new Coronavirus - COVID 19. Chapter VIII includes several social protection measures in cases of illness and parenting. Namely, promotes measures that increase the possibilities of social distance and prophylactic isolation, assuring social protection for those who are in isolation, ill or who find themselves in the situation of providing assistance to dependents, establishing also rules regarding absences of workers. It includes measures directed to support self-employed and

establishes that telework can be determined unilaterally by the employer or required by the worker, without the need for agreement, as long as it is compatible with the activity performed by the worker.

<https://dre.pt/web/guest/legislacao-consolidada/>

</lc/130660075/202004062141/73801265/diplomaPagination/diploma/1>

Order No. 2875-A/2020 - Adopts measures to safeguard the social protection of beneficiaries who are temporarily prevented from exercising their professional activity by order of the health authority, due to the danger of contagion by COVID-19

<https://dre.pt/application/conteudo/129843866>