

Legal Shots

Regulation of the 'Decent Work Agenda'

On July 5, the Regulation of the 'Decent Work Agenda' was published, in its social support dimension, amending six legal diplomas, in particular Decree-Law no. 91/2009, of 9 of April.

Directive 90/270/EEC and Decree-Law no. 349/93, of 1 of October

One of the changes is the modification of the provision that foresees that parental allowances cannot be combined with employment income. Although this prohibition is kept as general rule, the following exceptions are now provided:

1. Cumulation of the remaining days of the initial parental leave (after taking the period of 120 consecutive days) with part-time work (art. 40, paragraphs 4 and 5 of the Labour Code); and
2. Complementary parental leave as part-time work regime and intercalated leave (art. 51, paragraph 1, items c) and d) of the Labour Code).

In these situations, the cumulation of remuneration and allowance is allowed.

Also, the daily amount of the extended parental allowance was updated from 25% to 30% of the beneficiary's reference remuneration (which may be increased to 40% when there is effective sharing of the such leave).

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