

COVID19 - Country Updates - Portugal

Updated 3rd April 2020

The Portuguese Government has announced a raft of measures to assist employees during the current COVID-19 crisis.

Employees required to quarantine/self-isolate

- Employees who are temporarily restricted from performing professional activities, by determination of the Health Authority, due to the danger of contagion by COVID-19, are entitled to receive a subsidy amounting to 100% of his/her remuneration for the duration of isolation.
- The allowance will be granted if the employee obtains a statement from the Health Authority attesting that it is necessary for him/her to isolate. The procedures and models for employees to obtain this support are available from www.seg-social.pt and www.dgs.pt
- The allowance has a maximum duration of 14 days and, during that period, the employer does not pay remuneration to the employee.

Please note that employees who are required to self-isolate but are not ill and are able to work from home will not be entitled to the subsidy and will continue to be paid by their employer as normal.

Absence due to illness

Employees who miss work due to illness, including COVID-19, are entitled to receive a social security allowance. The allowance is awarded if the employee obtains a certificate of temporary incapacity for work from a doctor. The amount of the allowance will depend on the duration of the medical leave:

- Up to 30 days: 55% of remuneration;
- From 31 to 90 days: 60% of remuneration;
- From 91 to 365 days: 70% of remuneration; and
- More than 365 days: 75% of remuneration.

In case of absence from work due to medically attested illness, the employer shall immediately suspend the payment of remuneration.

Ordinarily, entitlement to the allowance applies only from the 4th day of incapacity for work, but in the case of COVID-19, the grant of allowance is immediate and there is no waiting period.

Absence due to family illness

If an employee must be absent from work to care for a child or grandchild, either because the child is in isolation declared by the Health Authority or, due to the illness of the child, the employee is entitled to receive a subsidy corresponding to 65% of his/her remuneration. The employer does not pay the employee during this absence and he/she must apply for benefits from the Department of Social Security.

Absence due to Educational Establishment Closure

Employees who must remain home to care for children up to 12 years of age due to school closures as a result of COVID-19, and only in cases where the employee is unable to work from home, the employee is entitled to receive exceptional monthly or proportional support corresponding to two-thirds of his/her basic salary, paid in equal share by the employer and the Department of Social Security.

It will be the responsibility of the employer to notify the Department of Social Security of the employee's inability to work in this scenario. The employer will pay the employee in full and receive reimbursement of 50% of the costs from the Department of Social Security. The employee will also be required to submit a declaration, which they will find online on the social security website.

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3 In-country Operational Cost Review – Our local experts can review the operational costs of your international business, make suggestions to reduce in-country expenditure and implement them as needed.

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