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Factsheet for case PT-2020-13/335

Extraordinary training plan - Exceptional and temporary measure to protect jobs in the context of the COVID-19 pandemic

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Country	Portugal, applies nationwide
Time period	Temporary, 27 March 2020 - 30 June 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – (Online) training of workers during down-times
Case created	07 April 2020 (updated 20 April 2020)

Background Information

This exceptional and temporary measure, set by Decree-Law 10-G/2020 of 26 March, simplifies the operationalisation and sets new conditions to the temporary measure provided for in the Ordinance 71-A/2020 of 15 March to respond to the COVID-19 pandemic, which introduced exceptional changes to the regime defined by Labour Code (Law 7/2009) on training during the period of temporary reduction of the normal working time or suspension of the employment contract in a situation of business crisis.

The measure aims at supporting vocational training during the period of reduction or suspension.

This measure adds the following main provisions: the support to the extraordinary training plan is cumulative to the extraordinary support to the maintenance of the employment contract; the support to the extraordinary training plan has no defined duration (formerly one month duration); and revises the terms to set the amount of the training grant.

Content of measure

Article 7 of Decree law 10-G/2020 sets that companies in crisis situation as a result of: i) a complete halt in the activity or ii) or abrupt and sharp decrease of activity of at least 40% of invoicing have access to support to an extraordinary training plan. This is cumulative to the extraordinary support to the maintenance of the

employment contract.

The training plan is approved by the Institute of Employment and Vocational Training (Instituto do Emprego e Formação Profissional, I. P., IEFP, I. P.) and is supplemented by a training grant.

As provided for in paragraph 5, article 305 of the Labour Code, this training grant is equal to 30% of the social support index (€438,81 in 2020 x 30% = 131.6€), paid in equal parts to the employer and to the worker.

The training plan is organized by IEFP, I.P. and implemented in articulation with the company. Whenever possible, this may be developed as distance training.

The duration of the training should not be longer than 50% of the normal working time.

Use of measure

Not available

Actors, target groups and funding

Actors	Target groups	Funding
National government Trade unions Employers' organisations Company / Companies Public employment service	employees All companies	European Funds National funds

Social partners

Role of social partners	Consulted
Form of involvement	Bi-or tripartite social dialogue bodies

Social partners were consulted at the tripartite social dialogue - Standing Committee for Social Concertation (Comissão Permanente de Concertação Social – CPCS).

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 15 March 2020: Portaria nº. 71-A/2020, Diário da República n.º 52-A/2020, 1º Suplemento, Série I de 2020-03-15 ([dre.pt](#))
- 20 March 2020: Decreto-Lei n.º 10-G/2020, Diário da República n.º 57/2020, 1º Suplemento, Série I de 2020-03- ([dre.pt](#))