



## LEGAL ALERT

07 July 2023

### Regulation of the Dignified Work Agenda

On the 5th of July, 2023, Decree no. 53/2023, which proceeds with the social regulation of the Dignified Work Agenda, was published.

This Decree Law changes the legislation that covers protection in parenthood and sickness and social protection of young student-workers, and it aims to reinforce the measures that have been published in May 2023 regarding the conciliation of personal and family life with professional life.

#### Protection within the eventuality of death of the beneficiaries of the social security general regime

The abovementioned Decree came to establish that, in case the descendants of the beneficiaries are of 18 years or older, the attribution of benefits in case of death of the beneficiaries of the social security regime (i.e. family allowance, study allowance and survival pensions for student employees or young students who work during school breaks) can only be cumulated with dependent work income which does not exceed the amount equivalent to 14 times the minimum monthly wage (which globally corresponds to € 10,640.00, in 2023).

#### Social protection in case of sickness within the social security system

As per the start of payment of the sickness allowance, it is set forth that the duration of incapacity declared by means of self-declaration of illness is deducted from the waiting period of 3

days (to which the attribution of the sickness allowance is subject to)

#### Protection of parenthood and adoption within the social protection regime.

It is reinforced that the initial parental allowance exclusive of the mother may be conceded by choice until 30 days prior to the birth and, mandatorily, for a period of 42 consecutive days after the birth (which are included in the period of attribution of the initial parental allowance).

As established for the initial parental leave of the father, the respective parental allowance is now attributed for a period of 28 days of mandatory enjoyment, and to 7 days, in cases of the respective use, which may be suspended during the period of hospitalization of the child.

The adoption allowance now includes, beyond the initial parental allowance and the enlarged parental allowance, the parental allowance exclusive of the father, being indistinctively applied to foster families.

The initial parental allowance is extended to 90% of the remuneration when, in the period referred to the 180 days license, the father uses at least a period of 60 consecutive days or two periods of 30 consecutive days of the total of 180 days of the initial parental leave, beyond the parental leave exclusive of the father.

It is also foreseen the possibility of the initial parental allowance and the enlarged parental allowance being cumulated with work income.

The minimum daily amount of the partial time initial parental allowance (within which the employee will also be providing his/her work in a part-time regime) has been established to 50% of 1/30 of the amount of the Social Support Index.

### Entry into force and take into effect

The regulation above described enters into force on the 6th of July, 2023, but retroacts its effects to the 1st of May, 2023.

For more information on this subject, please contact:



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