



ATIVAR.PT INTERNSHIPS MEASURE

Ministerial Order 293/2022, of December 12

The Ministerial Order 293/2022, of December 12, made the third amendment to the Ministerial Order 206/2020, of August 27, which regulates the ATIVAR.PT internships measure. This measure consists in support for the insertion of young people into the labour market and in the professional reconversion of unemployed people.

OVERVIEW

The “ATIVAR.PT - Programa Reforçado de Apoios ao Emprego e à Formação Profissional” is part of the Social and Economic Stabilisation Programme and was

conceived to guarantee a suitable and quick response to the active policy, starting with broadband programmes to support hiring and internships. Its objectives are the greater efficiency in the use of national and community public resources, as well as the creation of sustainable and quality employment. One of the ways these objectives can be pursued is through professional internships. These internships make a positive contribution to the integration of recently qualified people, in particular young people, so that they can exercise the competences corresponding to the

qualifications they have acquired in a work context. It was in this context that the Ministerial Order 206/2020 was created, and was recently amended by the Ministerial Order 293/2022, whose main changes we will discuss below.

MAIN CHANGES

RECIPIENTS

The range of recipients, foreseen in article 3, has been enlarged to include “refugees and beneficiaries of temporary protection” and “person to whom a promotion and protection measure for residential care has been applied”.

INTERNSHIP CONTRACT

Regarding the forms of termination of the internship contract provided for in article 6, paragraph 6 now provides for the possibility of early termination of the internship if the following cumulative conditions are met:

- a) At least three months of effective duration of the internship have elapsed;
- b) There is a written agreement between the promoter and the trainee as to the acquisition of the skills necessary for the integration of the trainee in the entity;
- c) The written agreement states the intention to conclude and the effective starting date of an employment contract without term, between the parties or between the trainee and an entity of the same business group as the promoting entity, within 20 working days counting

from the conclusion of the internship, in accordance to the article 103 of the Labour Code.

It is also established that if no employment contract is signed, the promoting entity will be barred for two years from receiving any support or co-participation from the State with the same nature and purpose, except if the non-conclusion of the employment contract is due to the will of the trainee.

DURATION OF THE INTERNSHIP

The internship must have a duration of nine months, which cannot be extended, without prejudice to situations of early termination. However, the internship must last twelve months when the trainees fall into any of the following situations:

- People with disabilities;
- People who are part of a single-parent family;
- People whose spouse or unmarried partner is also registered as unemployed in the IEFP, I. P.;
- Victims of domestic violence;
- Refugees;
- Ex-prisoners and those serving or having served non-custodial sentences or judicial measures, in conditions to be inserted in active life;
- Drug addicts in the process of recovery;
- People who have been recognised as informal caregivers and who have provided care as a main informal caregiver;

- A person to whom a protection measure of residential care has been applied.

RIGHTS OF THE TRAINEES

The main change was the widening of the range of recipients who should be guaranteed transport or a transport subsidy, with special focus on trainees integrated in internship projects in the interior of the country.

FINANCIAL CONTRIBUTION

The measure continues to foresee that the IEFP, I.P. will contribute 80% or 65% of the internship grant, depending on the case, and will also contribute towards the food, transport and work accident insurance. The main change consists in the fact that the co-participation percentages are increased by 15% in the case of recipients mentioned in paragraphs d) to j), l), m) and o) of no. 1 of article 3, already mentioned above, and a further 15% if they have one or more dependent children up to the age of 17 inclusive.

EMPLOYMENT BONUSES

An employment bonus will continue to be awarded to the promoter who signs an

open-ended employment contract with the trainee, within a maximum of 20 working days from the end of the internship, in the amount equivalent to twice the basic monthly salary provided for therein, up to a limit of five times the value of the IAS (Social Support Index), whose value in 2022 is set at € 443.20. However, the granting of this employment bonus determines the obligation to maintain, during 12 months, the employment contract and the employment level verified at the date of the beginning of the contract.

In cases of early conclusion of the internship, the remaining unfulfilled period of the internship must be added to this 12-month period.

FINAL NOTE

These are the main changes that have occurred, and the rest of the regime has remained practically identical. With this, the efficiency of this measure has been reinforced, and a greater adherence to it is expected.

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