



Sustainable Employment Commitment

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IEFP

Areas of intervention

Compromisso Emprego Sustentável is an incentive to the permanent recruitment of unemployed persons registered with the Instituto do Emprego e da Formação Profissional, I. P., based on the combination of financial support for recruitment and financial support for the payment of social security contributions, support that may be accumulated with employment incentive measures of a fiscal or para-fiscal nature.

Besides reinforcing the incentives to create permanent employment, the measure responds to other structural challenges of the Portuguese labour market, namely the need to promote youth employment and to stimulate a general improvement in wages.

Geographical area

Only employment contracts referring to jobs located in the territory of mainland Portugal are admitted.

Financial support

Financial support for hiring corresponding to 12 times the value of the Social Support Index (IAS)* (€480.43).

Increases of support

1. 25% when concerned:

- The conclusion of a contract with a young person aged 35 or less;
- The conclusion of a contract with a long-term unemployed person;
- The conclusion of a contract with a basic salary equal to or higher than 1.330 euros;
- Job located inland, under the terms defined by Ministerial Order no. 208/2017, of 13 July, in its current wording;
- Employer that is part of a negotiated collective labour regulation instrument (IRCT), under the terms of article 2 of the Labour Code;
- 35% when the hiring of a person with disability and incapacity is in question.

Note: *The increases provided for in the previous points can be accumulated up to a limit of three.*

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2. This support is also increased by 30%, under the Promotion of Gender Equality in the Labour Market measure (Ministerial Order no. 84/2015, of 20 March), when the unemployed of an under-represented sex in a specific profession are hired (profession in which there is no representation of 33.3% in relation to one of the sexes).

Note: *In the case of a part-time employment contract, the financial support is reduced proportionally, based on a normal working week of 40 hours.*

3. Financial support for the payment of social security contributions, corresponding to half of the value of the employer's contributions, during the first year of the contract, not exceeding the limit of 7 times the value of the IAS (EUR 3.363,01).

Note: *The amount of the financial support is calculated taking into account the basic salary established in the contract to be supported and with reference to a period of 14 months.*

Eligible entities

- Single individuals or legal persons of a private legal nature, whether profit-making or non-profit-making;

- Companies that have initiated:

a) Special Revitalisation Process;

b) Proceedings under the Extra-judicial Company Recovery Regime (RERE) or Proceedings under the Extra-judicial Company Recovery System in progress before the RERE came into force.

Non-eligible entities

1. Entities without a legal personality - entities without legal personality, namely undivided estates and irregular companies.

2. Legal persons of a public legal nature, namely public foundations governed by private law (e.g. some higher education institutions).

Eligible recipients

■ **Unemployed persons registered with the IEFP (*) in one of the following situations:**

- For at least 3 consecutive months;
- When, regardless of how long they have been registered, they are:
 - People aged 35 or under;
 - Persons aged 45 years old or over;
 - Unemployment benefit recipients;
 - Beneficiaries of the Social Integration Income;
 - Persons with disabilities;
 - People integrating single parent families;
 - People whose spouse or unmarried partner is also unemployed and registered in the IEFP;
 - People who have been applied a promotion and protection measure of residential shelter;
 - Victims of domestic violence;
 - Refugees or beneficiaries of temporary protection;
 - Ex-prisoners and those serving or having served non-custodial sentences or judicial measures in conditions to be inserted in active life;
 - Drug addicts or alcoholics in a recovery process; People who have no record in Social Security as an employee or as a self-employed worker in the last 12 consecutive months preceding the date of registration of the job offer;
 - Persons who have rendered effective service under a Contract Regime, Special Contract Regime or Volunteer Regime in the Armed Forces and who are in the conditions set out in no. 2 of article 22 of Decree-Law no. 76/2018, of 11 October;
 - People who are homeless or in a process of social insertion in an answer defined for this purpose;
 - People who have been recognised by the Statute of Informal Caregiver and who have provided care as main informal caregiver;

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- People who have completed an internship financed by the IEFP less than 12 months ago;
- People who are beneficiaries of the Inland Employment Plus Measure;

Target Audience

- Individuals or legal persons of a private legal nature, whether profit-making or non-profit-making, and companies.

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