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EMPLOYMENT & BENEFITS

LEGISLATIVE NEWS FOR 2019

A series of new legislative measures in labour and social security matters was approved last December, some of them have already come into force, but others have yet to be published on the Official Gazette. VdA's labour team has selected the most relevant and prepared the summary herebelow.

Quotas for people with disabilities

Companies employing 75 or more employees must employ persons with disabilities with an incapacity degree equivalent or above 60%, as follows:

- Companies employing between 75 and 249 individuals, must hire, at least, 1% of persons with disabilities; and
- Companies employing 250 or more employees, must hire, at least, 2% of persons with a disability.

When the application of the referred quotas results in fractions of numbers, they are rounded up.

The following transition periods are provided for, as from the date of entry into force:

- Five years to companies with a number of employees between 75 and 100; and
- Four years to companies with more than 100 employees.

This law will come into force at the beginning of the calendar month following its publication, which has yet to happen.

Minimum monthly wage

- The national minimum wage is increased to € 600,00.
- This amount came into force on January 1, 2019.

New regime for flexibility of the age of access to the old-age pension

- Elimination of the sustainability factor of 14.5% in the case of beneficiaries who are, at least, 60 years old and, as long as they are at that age, complete, at least, 40 years of salary registration, within the following phases:
 - Pensioners who are 63 or more years old, as of January 2019;
 - Pensioners who are 60 or more years old, as of October 2019.
- Introduction of the concept of the personal age of access to the old-age pension according to the career, which results in reduction of the normal age of access to the pension actually in force, in four months for each career year over 40 years, without the limitation of 65 years, so far enforced by law.

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