WORKING CONDITIONS FOR ADMINISTRATIVE WORKERS

Ordinance No. 128/2024, published on April 2, 2024, makes the sixth amendment to Ordinance 182/2018, which regulates the working conditions of administrative workers who are not covered by specific collective regulations.

Being applicable to more than 104 thousand administrative workers who perform functions in sectors of activity of activity for which there is no established employers' association, the Ordinance provides for an update of the salary (an increase of 7.89%) for all levels of the minimum monthly salary table and, as well, for the value of other daytime allowances.

Despite the changes provided for in the aforementioned Ordinance having come into force on April 7, 2024, it is important to note that the diploma has retroactive effects to March 1, 2024.

Although there was opposition from the Confederation of Commerce and Services of Portugal, the Business Confederation of Portugal and the Confederation of Farmers of Portugal, as they considered that the increase of 7.89% would have greater repercussions among non-governmental and non-profit organizations and, furthermore, that it would prove to be counterproductive considering the current economic situation, it was considered that the increase would be justifiable as it would become equivalent to the current value of the guaranteed minimum monthly remuneration.

As justification for the expected increase, the persistence of inflation and its consequences in the current economic and social context were presented, as well as the continued promotion of more dignified work conditions and more consistent economic growth.

Finally, it should be noted that the Ordinance is only applicable on the mainland, with the attribution of ordinances on working conditions in the Autonomous Regions being a competence belonging to the respective Regional Governments.

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