
New justified absence period for death of first-degree relatives

Labor Legal Flash

January 27, 2022



Law 1/2022 of January 3, amending the Labor Code



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The justified absence period following the death of first-degree relative, covered in the Portuguese Labor Code (*Código do Trabalho*), has been amended by Law 1/2022 of January 3.

For the death of first-degree relative, the reform increases the grieving period to 20 consecutive days. For the death of a spouse (if not legally separated), a civil partner, a parent, a person with whom the employee lives, or a first-degree relative in the direct ascending line, the grieving period is five consecutive days.

Following the death of first-degree relative, both parents are entitled to receive psychological support at a Portuguese National Health Service (*Serviço Nacional de Saúde*) establishment. This psychological support should be available within five days from the death. This right to psychological support is also guaranteed on the death of a close family member such as a spouse or ascendant.

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