
Employment

Legal Flash | Portugal

September 4, 2019



Contents

- Law nr. 90/2019 of September 4, that amends the Labor Code and the Decrees Law no. 89/2009 e 91/2009
- Law nr. 93/2019 of September 4, that amends the Labor Code and the Social Security Welfare Contributions Code



Amendments to employment legislation

On September 4, Law nr. 93/2019 was published, amending the Labor Code, approved by Law nr. 7/2009, of February 12, and respective regulations, and the Social Security Welfare Contributions Code, approved by Law nr. 110/2009, of September 16.

This law includes several alterations in the employment area, namely concerning trial period in permanent employment contracts, term employment contracts framework, temporary employment framework, bank of hours framework, mandatory professional training and collective bargaining agreements.

On the same date, Law nr. 90/2019 was also published, enhancing employees' protection regarding parenthood, and amending the Labor Code and Decree Law nr. 89/2009, of April 9, related to the parental protection scheme for maternity, paternity and adoption for public employees under the convergent social protection scheme, and Decree Law no. 91/2009, of April 9, that foresees the parental protection scheme for maternity, paternity and adoption under the social protection system and the solidarity sub-system.

Entry into force

Law no. 93/2019, that amends the Labor Code will enter into force on October 1, 2019.

Law no. 90/2019 will partially enter into force on October 4, 2019, and the remaining rules shall enter into force with the next State budget.

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