



AMENDMENTS TO THE LABOUR CODE PARENTAL PROTECTION

In the scope of the Decent Work Agenda, several measures were approved in the Portuguese Parliament last February, aiming to improve working conditions and the conciliation between personal, family and professional life.

In order to achieve these objectives, several amendments to the Labour Code were approved, among others, in the scope of parenthood.

PARENTHOOD - MAIN CHANGES

a) parental leave of the father

Parental leave for fathers will be increased from 20 working days to 28 calendar days, which may be taken consecutively or interspersed.

Although, in practice, this change may not correspond to an effective increase in the father's leave, it will correspond to an increase in the respective allowance.

This leave will be suspended, at the father's request, if the child is admitted to

hospital during the period after childbirth, for the duration of the hospitalisation.

b) Initial parental leave

After taking 120 consecutive days of leave, fathers can now take the remaining days of leave on a part-time basis, with the daily periods of leave counting as half days, which are added up to determine the maximum duration of the leave.

c) Gestational mourning

It is now possible for parents to be absent for up to three consecutive days in the event of gestational bereavement, without loss of pay.

d) Adoption/fostering processes

There is no longer a limit of three absences for workers who are applicants in adoption processes and they may be absent whenever necessary to carry out an evaluation or to comply with the obligations and procedures foreseen for said processes.

Also in the context of adoption processes, workers who are candidates for adoption may take up to 30 days of initial parental leave during the transition and monitoring period, which was not foreseen until now.

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