



## ABSENCES DUE TO ENDOMETRIOSIS OR ADENOMYOSIS

LAW 32/2025, OF MARCH 27

**O**n 27 March, the Portuguese Parliament approved Law 32/2025.

This law promotes the rights of people with endometriosis or with adenomyosis by strengthening their access to healthcare and creating a regime of justified absence from work and classes of up to three consecutive days a month.

This law amends the Labour Code in order to provide more effective support to female workers who suffer from severe and disabling pain during their menstrual period, guaranteeing them the right to be absent from work without any loss of rights.

### MAIN MEASURES IMPLEMENTED

- **Measures to support diagnosis**, with the implementation of technical standards and guidelines to be established in all health units across the country, as well as raising awareness of the symptoms to be observed, particularly by family doctors. A guarantee by the member of the government responsible for health to provide the means for all units to ensure this implementation;
- **The creation of a co-payment scheme for medicines used to treat endometriosis**, prescribed by the

National Health Service or by a specialist doctor;

- **Support measures for fertility preservation**, such as egg cryopreservation, with the NHS responsible for providing and responding to collection and storage. This measure is not limited to people with endometriosis, but also to people with other types of conditions that interfere with their fertility;
- **Provision for justified absences from classes**, up to three days per month, whereby a medical prescription attesting to the existence of this condition is sufficient justification, without the need for monthly renewal.

## AMENDMENT TO THE LABOUR CODE

An amendment is made to the Labour Code, in its Article 252-B, with the provision for ‘Absences due to incapacitating pain caused by endometriosis or adenomyosis’.

The article thus provides for justified absence for persons suffering from such incapacitating pain for up to three days per month, without loss of any rights, including remuneration.

Once again, proof of justification for the absence is a medical prescription attesting to the existence of the condition, without the need for monthly renewal.

## ENTRY INTO FORCE

The law came into force on 26 April, and since then, workers have been able to take advantage of this justified reason for absence.

**Rita Cardiga Nobres**  
[rita.cn@caldeirapires.pt](mailto:rita.cn@caldeirapires.pt)