

Angola

NEW LEGAL FRAMEWORK ON DOMESTIC WORK AND DOMESTIC SERVICES EMPLOYEE'S SOCIAL PROTECTION

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Presidential Decree No. 155/16 was published on 9 August approving the new legal framework of domestic work and domestic services employee's social protection.

- *Scope*

This Presidential Decree, of innovative value, contains, essentially, provisions about (i) rights and duties of the employee and employer; (ii) daily rests and meals breaks; (iii) weekly rests; (iv) bank holidays; (v) termination of the employment relationship; (vi) temporary assignment of domestic services employees; and (vii) social protection of domestic service employees.

- *Aspects to highlight*

The domestic employment contract – which must be entered into by filling in the domestic employee's booklet – can be entered into for a fixed period (with a 120 months limit) or for an indefinite period, being the maximum duration of the trial period of 60 days.

We emphasize the obligation of registering the contract with the National Institute for Social Security at the time of the employee's enlistment.

The General Labour Law and the complementary legislation, as well as the legal documents regulating the employee's social protection are applicable by default to the domestic service employment relationships.

- *Entry into force*

This Decree comes into force 120 days after the date of its publication, i.e., on 7 December 2016.