



The New General Labour Law

On June 15th 2015 the new General Labour Law (“*Lei Geral do Trabalho*”, hereinafter “**new GLL**”), enacted by Act no.7/15, of June 15th, was published in the Angolan Official Gazette (*Diário da República*).

The new GLL fully revokes its predecessor, Act no. 2/00, of February 11th, introducing several relevant amendments mainly directed at achieving more flexibility in the Angolan labour market and punctuated by an increased employee’ accountability within the context of employment relationships.

As a means to achieve the abovementioned flexibility, the Angolan legislator has introduced several amendments to the rules applicable to fixed term employment contracts. In particular, **the new GLL eliminated the comprehensive list of justifications required for entering into fixed term employment contracts.** Under the new GLL, fixed term employment contracts may now be entered into “*by mutual agreement of the parties, considering the nature of the activity, the size and economic capacity of the company and the employee’s duties under the employment contract*”. In addition, the maximum duration of fixed term employment contracts has been amended making it now possible that contracts are renewed up to a maximum of (5) five years or (10) years when the employer is a micro, small or medium-sized company.

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The exercise of disciplinary powers by the employer was also the object of notable amendments. It is worth highlighting, for instance, the amendments to the extensive list of disciplinary sanctions foreseen by the revoked GLL, which are now the following: (i) verbal admonition; (ii) registered admonition; (iii) temporary salary reduction; and (iv) disciplinary dismissal. Moreover, there are two new powers granted to the employer. The first is the possibility to conduct enquiries prior to the disciplinary procedure, when the infringement or their perpetrators are uncertain, for a maximum period of eight (8) days. The second is the ability to immediately enforce the disciplinary sanction if the employer is unable, after 10 (ten) workdays have elapsed, to summon the employee to the interview under the disciplinary procedure “*due to reasons related to the infringement*”.

Collective dismissals must from this time target more than 20 (twenty) employees in order to be qualified as such, and the correspondent procedure suffered relevant amendments.

Furthermore, the **new GLL went farther than its predecessor now stating very clearly that employers “must” approve internal regulations “with the purpose of organizing work and labour discipline”.**

Yet another important amendment is the reduction of the duration of the employee’s daily work break and authorized absences to work due to marriage or death of relatives. We note as well that the list of special working schedules was amended and a new working student’s schedule is now established. **Additional remuneration due for work by shifts and for the so called “availability” work changed and is now set considering the employer company’s size.** Also concerning working time, relevant modifications were made to the rules applicable to nocturnal and overtime work. The additional remuneration of nocturnal and overtime work now depends on the company’s size. On the other hand, the maximum number of nocturnal working hours permitted by law was increased to 10 (ten) hours per day.

Moreover, and in what regards indemnifications and compensations paid following the termination of the employment contract, **the new GLL limited significantly the amounts due to the employees, which now vary, once again, according to the company’s size,** established considering the provisions of the Micro, Small and Medium Companies’ Act, enshrined in Law no. 30/11, of September 30th.

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We also draw your attention to the **new extrajudicial mechanisms for individual and collective labour disputes’ resolution, mediation and arbitration that, in addition to conciliation, must precede the judicial resolution.**

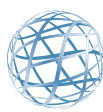
The **GLL will enter into force 90 (ninety) days after the date of its publication** and must be regulated by the Government within six (6) months after the date of entering into force.

This briefing cannot be deemed to cover all amendments resulting from the enactment of the new GLL and aims solely to briefly describe the most significant changes.

Angola Legal Circle

ANGOLA
LEGAL
CIRCLE
ADVOGADOS

Edifício Escom, Av. Marechal Brós Tito,
n.º 35/37 Piso 11.º, fracção C
Luanda – Angola
Tel.: +244 222 441 935 / 926 877 476
Fax: +244 222 449 620
geral@angolalegalcircle.com
www.angolalegalcircle.com



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