



LEGAL ALERT

NEW WORK REGULATION APPLICABLE TO THE CONSTRUCTION SECTOR

At the end of March of the present year the new work regulation applicable to the construction sector entered into force, through the approval of Decree no. 69/2016 of 30 December (the "**Regulation**"),.

The regulation aimed at satisfying the demands raised by those working in the construction sector, as regards the relationship between the employees and the company contracted to carry out the respective construction work (*i.e.* the contractor). The main innovation brought by this diploma is the greater regulation of the employment agreement entered into for an indefinite period, since this is the contracting model that better adapts to this line of business, due to the normal unpredictability of the construction works.

The modality above allows the employer (*i.e.* the contractor) to not determine a specific duration for the employment agreement but as soon as the construction is completed, the contractor can terminate the employment agreement without being forced to pay any compensation, provided that the contractor communicates the termination of such agreement through a 7 days prior notice.

The Regulation also clarifies the rights and obligations of the employee and of the employer, with particular attention to the specificities of the sector, as well as reinforces the importance of compliance with the legislation applicable to safety and health in the workplace.