

LEGAL ALERT

NEW EMPLOYMENT LAW COMES INTO FORCE

In order to harmonise employment standards with the dynamics of the socio-economic development that Mozambique has experienced in recent years and also to ensure greater protection of the rights of employers and workers, Law 13/2023 of 25 August (Employment Law) was approved.

This Law introduced, *inter alia*, the following changes and/or innovations:

- The introduction of new forms of work, such as teleworking, which, like other regimes, such as, in particular, contract work, project work, occasional work and freelance work, will be regulated by special legislation;
- The provision for the multi-employment scheme, which gives employees the power to enter into employment contracts with several employers;
- The increase in the duration of maternity and paternity leave, which has become 90 days for maternity and seven days for paternity;
- The provision regarding the abuse of disciplinary authority and the penalties arising from employers' abusive acts; and
- The superficial change to the scheme of compensation to be paid to workers in the event of termination of their employment contract for due cause by their employer.

The Employment Law came into force on 21 February 2024.

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