

Angola

REGULATION ON JOB VACANCIES AND HIRING OF DISABLED PEOPLE

Synopsis: The Presidential Decree No.12/16, dated 15 January 2016 with effective date on 15 March 2016, establishes new reporting requirements regarding the holding of job vacancies and hiring proceedings of disabled people

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The Presidential Decree No.12/16, dated 15 January 2016 with effective date on 15 March 2016, establishes new reporting requirements regarding the holding of job vacancies and hiring proceedings of disabled people, revoking Decree No. 21/82, dated 22 April.

Holding of job vacancies requirements:

All Public and private institutions with at least 10 employees at service must hold job vacancies for disabled people, whose degree of incapacity is equal or higher than 60%.

This does not apply to job vacancies with difficult and/or painful conditions (underground, mining and quarry activities, activities that may imply the use of high temperatures industrial ovens, heating power plants, or higher than 5m scaffoldings).

The percentage of job vacancies to be held in the institutions shall be 4% for public sector employers and 2% for private sector employers.

Hiring proceedings:

Job advertisements must include the following information: (i) the number of existent vacancies, as well as the number of those reserved for disabled people; (ii) the main tasks and functions associated with the position; and (iii) the requirement of medical certificate, when applying for the position, in order to confirm the type and the degree of incapacity, in accordance with the national charts of incapability.

The application's final result shall be published and must indicate the number of job vacancies to fill and the number of job vacancies effectively filled.

This document must be sent to the Public Administration, Employment and Social Security ministerial department(s), with express mention of the reasons for not hiring the disabled applicants, whenever it occurs.

Public sector institutions must include, in the annual report sent to the respective authority, information demonstrating the compliance with the minimum percentages of job vacancies for disabled people set forth in this Decree.

On the other hand, private sector institutions who do not comply with the abovementioned rules shall be sanctioned with fines between 10 to 50 minimum wages per each day of infringement.