

Country fiche PORTUGAL
Implementation of the Council Recommendation on a Quality Framework for Traineeships
(2014/C 88/01)

General description – open market and ALMP traineeships

Portugal updated its legislation on ALMP-type traineeships in 2014 with a view to better comply with QFT. Portaria¹ 149-B/2014 refers in particular to the ALMP programme 'Employment Traineeships' (Estágios Emprego) which involves on average 70 000 young trainees (18-30 year old) per year. Traineeships under this programme comply with QFT to a large extent, although they can be longer than 6 months (with a maximum of 9 months).

The stipulations regarding traineeships under other (smaller) ALMP measures “Young Active Employment” and “Reactivate” (created by the Portaria 15/2014 and the Portaria 86/2015) are very similar to those regarding the “Employment Traineeships” and also comply to a large extent with QFT (also in terms of duration as these are limited to 6 months).

Open market traineeships are regulated by Decree-Law 66/2011. This regulation has not been reviewed since 2011. This Decree-Law was a result of a broader tripartite agreement on the reregulation of labour relations that had been signed in 2008. This agreement stipulated that unpaid traineeships should be forbidden.

In general Portuguese legislation on traineeships meets to a large extent the requirements of the Council Recommendation on a QFT.

Remaining challenges

- No obligation to specify learning objectives for open market traineeships (although there should be a mentor);
- Duration of traineeships can be longer than 6 months (both open market and certain ALMP);
- Transparency requirements on hiring practices are not respected (open market traineeships).

¹ A “Portaria” is a ministerial order.

Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded		
Learning and training objectives		
Objectives clarified		
Mentor/supervisor assigned		
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified		
Allowance/compensation and amount clarified		
Reasonable duration		
Duration limited to 6 months		
Conditions of longer duration clarified		
Termination allowed		
Proper recognition of traineeship		
Proper recognition through certificate		
Transparency requirements		
Allowance/compensation		
Health/accident insurance		
Hiring practices in recent years		
Employment services on financial conditions		

	Fully compliant
	Partly compliant
	Not compliant