

If you have young children at school, be aware that:

The charges of education are entitled to be absent of work during four hours per quarter, for each child, to go to school in order to monitor educational situation of child.

You should know:

The dismissal, individual or collective, of a pregnant, postpartum or breastfeeding worker, presumably done without just cause, always requires the prior opinion of the Commission for Equality in Labour and Employment (CITE). The non-renewal of fixed-term employment contract of a pregnant, postpartum or breastfeeding worker should be reported to ISCED.

For more information contact the services:

- Commission for Citizenship and Equality and Gender Equality (CIG): free care with the appointment - Tel: 217 983 000 (Lisbon) and 222 074 370 (Regional Delegation of Porto).
- Green line of motherhood and fatherhood protection – 800 204 684 - Commission for Equality in Labour and Employment (CITE)
- SOS Immigrant Line - 808257257 or 218 106 191
- Support Line of Social Security – 808 266 266

You can also visit:

The electronic address of CIG - www.cig.gov.pt

The electronic address of ACIDI - www.acidi.gov.pt

The electronic address of CITE - www.cite.gov.pt

The electronic address of Social Security - www.seg-social.pt

USEFUL INFORMATION ABOUT PARENTHOOD

If you are a mother, you should know:

You are entitled to an initial parental leave that can be shared by the father, under the following conditions:

- 120 consecutive days, paid at 100% of the reference remuneration;
- 150 consecutive days, paid at 80% of the reference remuneration. If mother and father enjoy each of them personally at least 30 consecutive days or two periods of 15 consecutive days, paid at 100% of the reference remuneration;
- 180 consecutive days, paid at 83% of the reference remuneration, if sharing this license with the father;
- The mother is entitled an obligatory to **six-week exclusive license** after the childbirth. The mother can also enjoy 30 days of parental leave before the childbirth, upon presentation of a medical certificate, and that are discounted over the period of parental leave to which she is entitled;
- In case of both, mother has right to additional 30 days for each twin after the first one.

She must inform the employer in writing about the duration of the parental leave.

If there is a clinical risk during pregnancy or risk for the unborn child, which is proved by a medical certificate, she is entitled to a benefit according to the reference remuneration.

During pregnancy, she is entitled to time off work to go to prenatal and preparation for childbirth, session by the time and number of times that are necessary and justified.

During pregnancy and throughout breastfeeding, if necessary for the health of both, mother and child, is not obliged to have an additional work. Until the child is 12 years old, the mother or the father is not also obliged to have additional work.

They are entitled to exemption from the provision of organized work under the adaptability, bank hours or concentrated time workers given birth that are breastfeeding.

They are entitled to exemption from night work between 20 hours of a day and 7 am of the following day, for 112 days, before and after birth. A exemption may also occur during the remaining pregnancy period and during breastfeeding.

In case of pregnancy interruption (abortion), the mother is entitled to a license between 14 and 30 days, by presenting a medical certificate.

If you are going to be a father, you should know:

You are entitled to an obligatory **license of 10 days**, five days followed before the childbirth and the remaining five days, consecutive or not, within 30 days after the childbirth. The father has also an additional license of 10 days, followed or not, that are not obligatory. These days must be enjoyed when the mother is in the initial parental leave. If there are twins, the parents are entitled to two additional days for each child beyond the first one.

In cases of death or physical or mental incapacity of the mother, the father is entitled to a minimum of 30 days of initial license.

The father is also entitled to three exemptions to accompany the mother in the prenatal sessions and the preparation for childbirth.

If you are an employee or self-employed, be aware that:

The self-employed have the same rights as the employees, including the sharing of the initial parental license. The self-employed do not have the right to grant assistance to the child care allowance and to the grandson or the granddaughter care allowance.

If you are going to adopt a child under fifteen years old, you should know:

You are entitled to three exemptions from work to evaluation for adoption, with a justification to the employer. You are entitled to an initial parental license under the same conditions applicable to biological child, starting from the judicial or administrative trust. In case of multiple adoptions, you are entitled to more 30 days for each adoption after the first one.

If you are breastfeeding, you should know:

You are entitled to have the exemption of two distinct periods in each working day, with a maximum period duration of one hour, for the duration of breastfeeding. If you are not breastfeeding, the mother or the father is entitled to the same exemption to breastfeed until the child is one year old. In case of twins, is entitled to an additional 30 minutes for each child after the first one.

If you have children until six years old, you should know:

- The mother and the father may extend the parental license for additional assistance of the child or the adopted child until six years old, under the following conditions:
- Extended parental license, which is taken after the initial parental leave;
- Part-time work during the 12 months, when the normal work period is equal to a half of the full-time work;
- Interspersed periods of extended parental license and part-time work in which the total duration of the absence and the reduction of working time is equal to the normal working period of three months;
- Interpolated work absences with the duration equal to the normal working periods of three months, which is provided by the collective work regulation.
- The mother or the father are entitled to a license for the assistance of a child for two years, after having exhausted the right to supplement enlarged parental license, consecutively or interpolated.

If you are a working grandmother or grandfather, you should know:

You can be absent 30 consecutive days of the work following the birth of grandson, who is the son of a teenager that is until sixteen years old and lives with you in communion table and habitation. You are entitled to be absent of work, substituting the parent, for assistance in case of illness or accident of the child until eighteen years old or child with a disability or chronic illness.

If you have children until twelve years old, you should know:

You can be absent of work 30 days of the year or during the total period of eventual hospitalization, for assistance in case of illness or accident. There is no limit of age if the child is disabled or chronically ill.

You are entitled to work with the flexible timetable, part-time work or, independently of age, if your children have disabilities or chronic illness.

If you have a child with disability or chronic illness, you should know:

The mother or the father is entitled to a reduction of five hours of the normal working week, to assist the child with disability or chronic illness until one year old, or other special working conditions by presenting medical certificate. You are entitled to a license of six months which can be extended for four years to monitor the child during the first year of life.