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**Abstract on**

**Traineeship Agreements and Fixed Term Hiring as Instruments for Labor Market Development: The Angola and Mozambique Approaches**

**Foreword**

**1. Labor Market Access**

The access to the labor market may be seen under two major perspectives: the initial access of young individuals to first time jobs and the re-entry of individuals who for some reason lost their placement in the labor market. Alongside with the aforesaid perspectives we may add the fight to precarious or illegal work rendered by individuals who performed their professional activity outside the scope of an effective employment relationship. The traineeship agreements and the possibility to hire employees for a fixed term are the main instruments for labor market access in Angola and Mozambique.

**2. Traineeship Agreements**

**(a) Training: Atypical Relationship vs. Regulated Contractual Relationship**

Angolan and Mozambique have strict rules on traineeship agreements. These rules, however, only exist whenever an employer by itself decides to set up and implement traineeship schemes on its own. In addition to this, there are traineeship regimes that could be implemented in the context of protocols with public or private schools or universities or professional training bodies that are not subject to the strict rules on traineeship agreements since they are considered as atypical and unregulated relationships, which entails complex questions on the set or rights and entitlements that may be granted to trainees. The case law is quite limited in Angola and Mozambique.

**(b) The Angolan And Mozambique Approaches to Traineeship Agreements**

The legal regime on traineeship agreements will be analyzed and the differences between the Angolan and Mozambique jurisdictions will be compared and contrasted.

**(c) Completion of Traineeship: May a Traineeship Agreement be Followed by a Fixed Term Employment Contract**

In this sub-section the question on whether or not an individual hired under a traineeship agreement may be subsequently hired by the same employer under an employment

contract for a fixed term will be analyzed. The lack of any legal provision on this question both in Angola and Mozambique renders the legal solution dependent on the factual status of the relevant work post.

### **3. Training and the Development of Competences – The Angolan Regime for the Oil Sector**

The particular rules on training and development of competences in the Angolan oil sector will be briefly touched upon.

### **4. Fixed Term Hiring**

#### **(a) Angola**

##### **(i) From a Closed Standard of Cases to Flexible Fixed Term Hiring**

The differences between the 2000 and the 2015 General Labor Laws will be subject to a comparative analysis, since the former was a quite limitative regime on fixed term hiring while the latter has a completely flexible approach to fixed term hiring.

##### **(ii) Fixed Term and Uncertain Term Duration Hiring – Initial Labor Market Access and Re-entry in the Labor Market**

The Angolan legal regime on fixed term hiring will be analyzed with particular focus on topics of initial labor market access and re-entry in the labor market.

##### **(iii) Probation Periods and Notices for Termination**

The particular rules on probation periods and notices for termination will be touched upon, notably the different rules applicable to fixed term employment contracts and employment contracts for uncertain term duration.

#### **(b) Mozambique**

##### **(i) The Rigid Approach to Fixed Term Hiring**

Mozambique Labor Law has a very rigid approach to fixed term hiring, which will be debated in this sub-section.

##### **(ii) Fixed Term and Uncertain Term Duration Hiring – Initial Labor Market Access and Re-entry in the Labor Market**

The same type of analysis made in the preceding sub-section will be made in relation to Mozambique.

**(iii) Probation Periods and Notices for Termination**

The same type of analysis made in the preceding sub-section will be made in relation to Mozambique.

**Final Considerations**