

# Changes in employee CVET

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 PORTUGAL

## Timeline

2019 **Approved/Agreed**

ID number 29175

## Background

The Labour code regulates labour relationships between employers and employees. It includes employees' right to access professional training, specified as 40 hours of continuing training per year.

The State is responsible for guaranteeing citizens access to professional training and providing public support for its implementation. Employers are responsible for nurturing worker productivity and employability by providing them with appropriate professional training and developing their qualifications.

## Objectives

To ensure employee continuing training and to increase the annual number of training hours to which workers are entitled.

## Description

Legislation passed in 2019 introduced changes in the labour code on continuing training. Employees have the right to a minimum of 40 hours (previously 35 hours) of continuing training per year. Those hired for three months or more are entitled to a minimum number of training hours proportional to the duration of their contract.

The training can be carried out by the employer, a certified training provider or an education institution recognised by the competent ministry. The successful completion of training awards employees a certificate and enables them to register for the *Qualifica* passport.

In the framework of collective bargaining, protocols are signed among the State, business entities, associations or confederations and other social partners (such as trade unions) to achieve these objectives. IEFP, which jointly manages vocational training centres, streamlines high public investments contributing to the implementation of employee continuing training.

2019 **Approved/Agreed**

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## Bodies responsible

- Ministry of Labour, Solidarity and Social Security (MTSS)

## Target group

### Learners

Persons in employment, including those at risk of unemployment

## Thematic categories

### Supporting lifelong learning culture and increasing participation

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

## Subsystem

CVET

## Further reading

[Law \[Lei\] No 93/2019, of 4 September 2019](#)

## Related policy developments

2025 Implementation

### Training voucher

Training voucher is a direct financial support for vocational training to be granted to employees and the unemployed as a way of providing individual access to training.

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#### Type of development

Practical  
measure/Initiative

#### Subsystem

CVET

2025 Implementation

### Qualifica passport

The *Qualifica* passport is a guidance instrument and personalised register of all qualifications, achieved learning outcomes and competences acquired or developed by an individual.

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**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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“ … ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/29175>