



PORTUGAL

Legal Shots

by SRS LEGAL

● EMPLOYMENT AND SOCIAL SECURITY

ACT Inspection Campaign | Compliance with Employment Quotas for Persons with Disabilities

The inspection action starts on September 01
and will run until March 31, 2025

The Authority for Working Conditions (ACT) will commence an inspection campaign next September, which will continue until the end of the first quarter of 2025, to verify compliance with employment quotas for persons with disabilities, as established by the Portuguese Law No. 4/2019 of January 10.

Since February 1, 2024, companies are required to observe a minimum percentage of employment for workers with disabilities (with a degree of disability equal to or greater than 60%), according to their size:

- 250 or more employees: at least 2% of workers with disabilities;
- 75 to 249 employees: at least 1% of workers with disabilities.

Violation of employment quotas for persons with disabilities constitutes a serious administrative offense, punishable by a fine, notwithstanding that the Law provides for certain exceptions to its compliance.

The hiring of persons with disabilities is, therefore, a legal obligation and also an ESG indicator of diversity and inclusion within the organization. It is therefore recommended that companies adequately assess their compliance with the quotas provided by law.

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