

# ANGOLA

March 2017

## LABOR

### NEW MODEL EMPLOYMENT CONTRACTS APPROVED

Presidential Decree No. 40/17, of 6 March 2017, approved new model fixed term and unlimited term employment contracts. The statute repeals the former models approved by Executive Decree No. 80/01, of 28 December 2001. The template documents set out the minimum mandatory content that each type of employment contract must have.

### RULES ON HIRING OF NON-RESIDENT EMPLOYEES AMENDED

Presidential Decree No. 43/17, of 6 March 2017, approved new Regulations on the Rendering of Professional Activity by Foreign Non-Resident Employees. The statute establishes the general rules on labor local content and the hiring of foreign non-resident employees, repealing the former regimes enacted by Decree No. 5/95, of 7 April 1995, and Decree No. 6/01, of 19 January 2001, respectively. Despite consolidating some of the former rules set out by the previous two statutes, the new regime approved several relevant amendments as to the hiring of foreign non-resident employees, among which we highlight the following:

- The hiring of foreign non-resident employees is no longer subject to the minimum term of 3 months
- The registration of the employment contract triggers the need for the employer to submit a copy of the job qualifier approved by the General Inspectorate of Labor
- The foreign non-resident employee's remuneration must be paid in Kwanzas and the benefits or allowances paid by employer (either in cash or in kind) cannot exceed 50% of the base salary
- Fines for breach of the obligations set forth in the new statute are significantly increased.

## MARITIME TRANSPORT

### AFRICAN MARITIME TRANSPORT CHARTER APPROVED

Pursuant to Resolution No. 2/17, of 3 March 2017, the National Assembly approved for ratification the 2010 African Maritime Transport Charter. The Charter aims, inter alia, to establish and strengthen cooperation in the fields of maritime administration and port operations, between Shippers' organizations and between Land-locked Member States and Transit Member States. Among other commitments under the Charter, Member States should prepare a National Action Plan on Inland Shipping and, as a matter of priority, approve an appropriate budget to ensure a secure, stable and environmentally friendly maritime transport infrastructure.

## ADVERTISING

### ADVERTISING LEGAL FRAMEWORK REFORMED

Advertising activities have a new legal framework, which is laid down by Law No. 9/17, of 13 March 2017. This statute contains detailed rules for advertising activities conducted in the country, including a number of restrictions applicable to certain sectors, such as gambling, alcoholic drinks and pharmaceutical. Advertising activities must also comply with a set of principles such as lawfulness, respect for copyright and competition principles. Advertising agencies and other entities carrying out advertising activities must register with the relevant regulatory authority. Failure to comply with the rules of the new statute may result in fines up to AKz 2,500,000 (roughly USD 15,000) as well as the assessment of additional penalties.

## FISHERIES

### NEW REGULATIONS ON SALE AND DISTRIBUTION OF FISHERY PRODUCTS

Presidential Decree No. 57/17, of 16 March 2017, approved the Regulations on Traceability, Sale and Distribution of Fishery, Aquaculture and Salt Products. The newly enacted statute sets the traceability regime and the conditions for the sale and distribution of fishery, aquaculture and salted products (including pre-packaged products) as from the moment of the first sale until their acquisition by the end consumer, irrespective of their domestic or foreign origin. The production of fish, aquaculture and salted products, as well as the import, export and re-export of fish, fishery and aquaculture products is subject to licensing with the Ministry of Fisheries.

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