



## Ready for our Lives

- Time clock – equal opportunities regardless age



# Ready for our Lives

Objective of this work:

- To make everyone aware of article 24 and 25 of Portuguese Labour Code



# Ready for our Lives

## A - Article 24 of Portuguese Labour Code:

- *Everyone has the right to equal access to employment and at work*

## B - Article 25 of Portuguese Labour Code:

- *Deals with the prohibition of discrimination*



# Ready for our Lives

A -

- *1-A worker or job applicant has the right to equal opportunities and equal treatment as:*

*The access to* } *employment  
vocational training  
promotion or career  
working conditions*



# Ready for our Lives

- *may not be privileged, benefited, harmed, deprived of any right or be exempt from any duty because of ancestry , age, etc.....*





Erasmus+

## Ready for our Lives

*b) the access to all types of guidance, training and retraining of any level, including the acquisition of practical experience;*

*c) the remuneration and other benefits of assets, promotion to all hierarchical levels and criteria for selection of workers to be made redundant;*







# Ready for our Lives

3 - 4- (...)

*5 –it is a very serious administrative offence the violation of the provisions of paragraph 1*



# Ready for our Lives

## **B- Prohibition of discrimination**

1-the employer cannot practise any discrimination, direct or indirect, on the basis of the factors referred to in paragraph 1 of the preceding article.



# Ready for our Lives

2-It does not constitute discrimination the behaviour based on the factor of discrimination, which constitutes a justified and determinant requirement for the exercise of professional activity, due to its nature or due to the context of its performance, requiring the objective to be legitimate and the requirement to be proportional.



# Ready for our Lives

3- Differences of treatment are particularly allowed based in age which are appropriate and necessary to achieve a legitimate objective, namely of employment policy, labour market or vocational training.



# Ready for our Lives

## What we find in some job advertisements

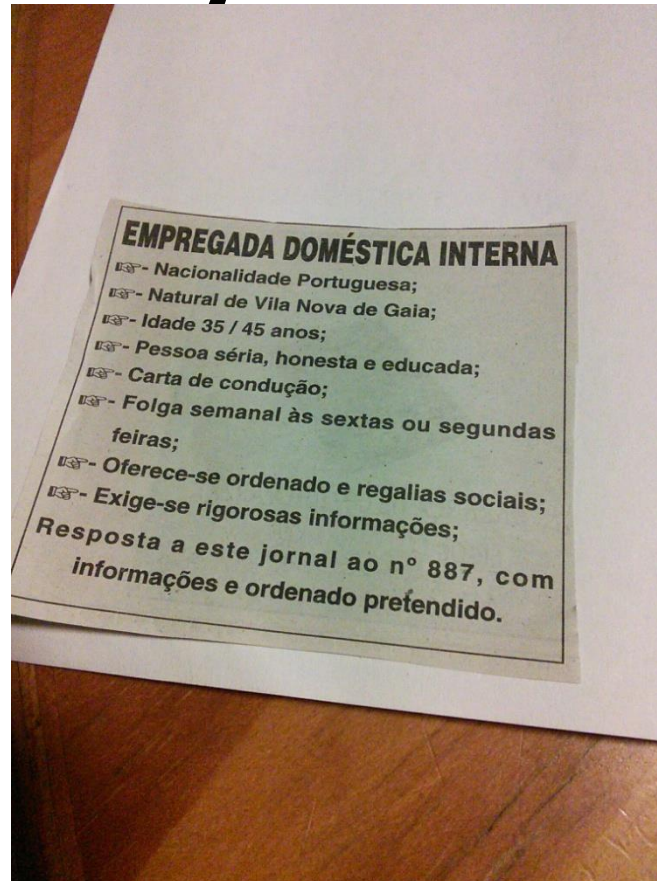
- Violation of article 24





Erasmus+

# Ready for our Lives





# Ready for our Lives

## **DOMESTIC MAID**

- Portuguese Nationality;
- Born in Vila do Conde;
- Age 35/45 years old;
- Serious, honest and polite person;
- Driving licence
- Day off on Fridays or Mondays;
- Salary and social benefits,
- Required rigorous information;

**Reply to this newspaper to n° 887, with  
information and required salary**





# Ready for our Lives









# Ready for our Lives

## WE OFFER:

- Guaranteed base salary + commissions
- Prizes for high productivity (average earnings 1.000€ / 1.500€ a month)
- Free training at the expenses of the company
- Work to be carried out on the company's facilities
- Timetables from Monday to Saturday (15/21 o'clock)

For interview call:

**223750541/913457919**

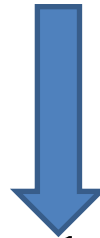






# Ready for our Lives

What should young people do towards ads like these ones?



They should report these violations to the Authority for Labour Conditions (ACT)



# Ready for our Lives

• Young people should not give up and invest in their continuing education.

