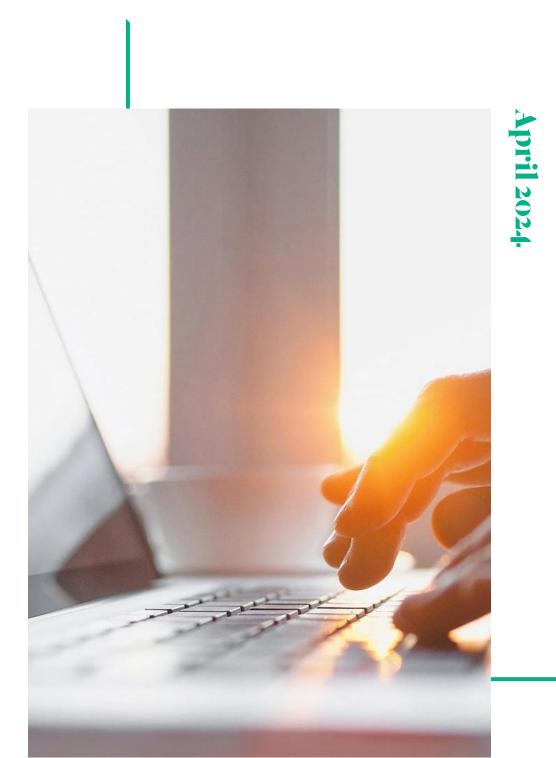


REGULATIONS ON THE LICENSING AND OPERATION OF PRIVATE EMPLOYMENT AGENCIES

DECREE No. 87/2023 OF 29 DECEMBER



GDA ADVOGADOS

Decree No. 87/2023, of 29 December was published, revising the Regulations on the Licensing and Operation of Private Employment Agencies, approved by Decree No. 16/2018, of 23 April, which amends and republishes Decree No. 36/2016 of 31 August.

In a nutshell, the decree introduces changes to articles 11 and 22 under the heading: "Type of Licence" and "Special recruitment duties abroad", respectively.

The private employment agencies can operate under the following licences:

- Normal, for the recruitment and assignment of workers to users within national territory; and
- Special, for recruiting and assignment of workers to users abroad.

Through the amendments introduced, the legislator has determined that holders of a special licence can also provide services of recruiting, selecting and sending Mozambican workers to private employment agencies and/or foreign employers under bilateral agreements and MoU's between the Mozambican state and other countries.

Regarding the special duties of recruitment abroad, Private Employment Agencies must pay a fee equivalent to one minimum wage practised in the non-financial sector of activity for each worker sent abroad, in the case of recruitment and assignment of Mozambican citizens for employment abroad.

In this regard, the amount of the abovementioned minimum wage is of MZN 8,574.00, as established under Ministerial Order No. 63/2023, of 25 May.

This Decree entered into force on 29 December 2023.

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