UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Social Security Law

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Social Security Law (11315)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

1st Semester

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor SERGIO DA CONCEIÇÃO PIRES BRAS

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

This course unit aims to provide students with a systematic and critical understanding of the legal framework of social security in Portugal, as a mechanism for protecting situations of hardship and social risk arising from employment relationships or relevant social circumstances. It further seeks to foster the connection between legal norms and professional practice in the field of human resource management.

15. Specific Objectives

Identify the constitutional, legal and social foundations of the social security system;
Understand the normative and institutional structure of the Portuguese social security system;
Explain the legal principles governing access to social benefits;
Apply the acquired knowledge to the analysis of employers' and employees' contribution obligations.

16. Skills to be acquired

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

Cognitive competences:
Understanding of the fundamental concepts of Social Security Law and its connection with the social rights enshrined in the Constitution and in ordinary legislation.
Technical and instrumental competences:
Interpretation and application of the relevant legal provisions to concrete cases involving personnel management and the planning of social charges.
Transversal competences:
Ability for critical analysis, argumentation, and communication.

17. Teaching Methodology

The teaching approach is based on theoretical-practical sessions involving the analysis of legislation, case law and practical scenarios. The following methods will be employed:
Interactive lectures supported by thematic slides;
Discussion of practical problems based on real or hypothetical case studies;
Reading and commentary on legislative and regulatory excerpts;
Use of active learning strategies, such as guided problem-solving worksheets and contribution framework simulations.

18. Course Unit Program

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

1. Introduction to Social Security
1.1. Purpose and social function of social security
1.2. Historical development and international models
1.3. Constitutional foundations (Article 63 of the Portuguese Constitution)
1.4. Social security in figures
1.5. Structure of the social security system in Portugal
1.6. Schemes, subsystems and social benefits

2. Fundamental Principles of Social Security
2.1. Universality and equality
2.2. Solidarity (national, professional, intergenerational)
2.3. Social equity and positive differentiation
2.4. Subsidiarity and social inclusion
2.5. Intergenerational cohesion and primacy of public responsibility
2.6. Complementarity, unity, decentralisation and participation

3. Social Risks and Legal Protection
3.1. Concept of social risk and its legal function
3.2. Physical and economic risks
3.3. Economic consequences of covered risks
3.4. Scope and limits of state coverage

4. Contributory Scheme of the Social Security System
4.1. Legal relationship of affiliation (Articles 6 to 8)
4.2. Contributory relationship: subjects, object and effects (Articles 10 to 15)
4.3. Contributions and deductions: liable parties and calculation methods
4.4. Contribution base, rates and calculation rules
4.5. Record of earnings and contribution equivalences
4.6. Reporting obligations and worker registration
4.7. General scheme for employees

5. Protection in Occupational Accidents and Occupational Diseases
5.1. Legal concept of occupational accident and its extensions (in itinere, meetings, training, etc.)
5.2. Criteria for exclusion from coverage (wilful misconduct, gross negligence, etc.)
5.3. Subjective scope of protection (including assimilated categories and economic dependency)
5.4. Employer liability and compulsory insurance
5.5. Intervention of social security institutions
5.6. Occupational disease: definition and legal criteria

6. Protection in Non-Occupational Illness
6.1. Legal concept of protected illness (Decree-Law no. 28/2004)
6.2. Conditions for access to sickness benefit: registration, qualifying period and occupational

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

index
6.3. Certification of temporary incapacity for work
6.4. Self-declared sickness regime
6.5. Calculation of reference remuneration and benefit amount
6.6. Exclusion criteria and limits of protection

7. Protection in Unemployment
7.1. Personal scope and eligibility conditions for unemployment benefit
7.2. Legal situations qualifying as involuntary unemployment
7.3. Types of benefits: unemployment benefit, social unemployment benefit, partial benefit
7.4. Qualifying periods and means-testing conditions
7.5. Suitable employment, personal employment plan and active measures
7.6. Legal framework for the accumulation and suspension of the benefit

8. Old-Age and Invalidity Pensions
8.1. Concept of invalidity and distinction between relative and absolute invalidity
8.2. Legal requirements and qualifying periods
8.3. Certification of invalidity and contribution density
8.4. Provisional pension after the exhaustion of sickness benefit
8.5. Old-age pension scheme: standard and personal retirement age
8.6. Flexibility and early access to retirement
8.7. Third-party liability and its impact on pension entitlement

19. Assessment Methods

The evaluation will be done according to the University scheme, including 2 written tests, active participation in class, interest in the subject.

20. Didactic Resources

Powerpoint
Whiteboard
Legislation

21. Sustainability Objectives

SDG 4 ? Quality Education: development of legal and social literacy applied to social protection and labour citizenship.
SDG 16 ? Peace, Justice and Strong Institutions: understanding of the legal framework of social security and of the role of public institutions in promoting justice and equity.

22. Keywords

Rights
Duties
Social Security
Unemployment
Social risks

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

23. Main Bibliography

Author(s):	B. Conceição Apelles		
Title:	Segurança Social		
Edition:	14ª	Year:	2023
Local:	Coimbra		
Publisher:	Almedina		
ISBN Code:			

Author(s):	Mário Silveiro de Barros		
Title:	Direito da Segurança Social		
Edition:	1ª	Year:	2024
Local:	Coimbra		
Publisher:	Almedina		
ISBN Code:			

Author(s):			
Title:			
Edition:		Year:	
Local:			
Publisher:			
ISBN Code:			

24. Complementary Bibliography

Author(s):	Alcides Martins		
Title:	Manual de Direito da Segurança Social		
Edition:	1ª	Year:	2024
Local:	Coimbra		
Publisher:	Almedina		
ISBN Code:			

Author(s):			
Title:			
Edition:		Year:	
Local:			
Publisher:			
ISBN Code:			

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt

UNIVERSIDADE LUSÍADA
LISBOA

Ficha técnica MIP / MIP Datasheet	
Título / Title	Course Unit Program 'DIREITO DA SEGURANÇA SOCIAL': Academic Year 2025/2026
Autor / Author	Prof. Doutor SERGIO DA CONCEIÇÃO PIRES BRAS
Classificação / Classification	-
Descritores / Descriptors	-
Colaborador(es) / Colaborator(s)	-
Data Hora / Date Time	
Formato de dados / Data Format	Texto / Text, PDF
Estatuto de utilização / Usage	Acesso público / Public Access
Relação / Relation	Version 1,0

(c) Universidade Lusíada, 2025

FUNDAÇÃO MINERVA CULTURA - ENSINO E INVESTIGAÇÃO CIENTÍFICA

Rua da Junqueira, 188 a 198 - 1349-001 LISBOA - Telefone 213 611 500 - Fax 213 638 307 - e-mail: info@lis.ulusiada.pt - https://www.lis.ulusiada.pt