CRL
CENTRO DE RELAÇÕES LABORAIS

COLLECTIVE BARGAINING
2019 ANNUAL REPORT

EXECUTIVE SUMMARY

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1. The Report on collective bargaining in 2019 forms part of an annual series that began in 2016 and is designed to fulfil the responsibilities entrusted to the Centre for Labour Relations (CRL) in Article 3(1)(d) of Executive Law no. 189/2012 of 22 August 2012 (the Organic Law governing the CRL).

2. The structure of the present Report is similar to that adopted in previous years, with the same analytical object and perspectives, ensuring the consistency of the sources used and stabilising the period covered by the description of how collective bargaining has evolved in Portugal (Chapter I).

3. The section on the general background (Chapter II) lists some of the most fundamental aspects of the economic (2.1.) and normative (2.2.) contexts that form the backcloth to collective bargaining in this country. It summarises the major macroeconomic variables and the normative changes with the ability to affect that bargaining.

4. From a general and predominantly quantitative perspective, Chapter III describes the main lines along which the collective agreement system developed in 2019, situating it within the context of the variations that have occurred since 2005, and highlighting some of the most important dimensions of collective bargaining here (which are the same as the ones that were focused on in earlier Reports).

   On the strictly quantitative level (3.1.1.II), 2019 witnessed a continuation of the trend towards growth in the number of Collective Labour Regulation Instruments (IRCTs) that has existed since 2013 – a rise that applies to both collective agreements as a whole and Administrative Extension Orders (PEs), and to a lesser extent to Accession Agreements (AAs) as well. Looking at things in terms of a longer interval, albeit still a long way from the best years in the series (2005 to 2009), 2019 nonetheless exceeded the values for 2010.

5. We can see that the number of workers (potentially) covered by collective agreements (3.1.1.IV) dropped between 2018 and 2019. This was probably partly due to the relative weight of enterprise-level bargaining – i.e. Group-level Agreements (ACs) and especially Firm-level Agreements (AEs) – in

2019. In general terms, the number of workers potentially covered by a collective agreement remains below that recorded in 2005-2011.

6. We can see that there was a slight further reduction in the coverage rate of the collective agreements that are *currently in effect* – a trend which has been ongoing since 2011 – whereas the rate of coverage of the agreements that are *published* each year maintained the positive variation which began in 2015 (3.1.1. V). The number of workers employed by establishments encompassed by IRCTs has been growing since 2014, but is nonetheless still below the rate that existed from 2005 to 2009 (Table 6).

7. Turning to wages (3.1.2.I), in 2019 the average length of time for which previous pay tables remained in effect before they were replaced was 16.3 months. This is substantially below the average in 2018 (22.5 months), and represents the fourth consecutive year of a downward trajectory in the average length of time for which tables remain in effect before they are replaced. The annualised variation in nominal wages from one table to the next was 4.4%, continuing a rise that started in 2016, and there was also a positive variation in real wages (3.4%). At the same time, and as has increasingly tended to be the case in recent years, the minimum wage stipulated in collective agreements 2019 was the same as the National Minimum Wage (SMN, 600 euros/month) in almost every sector; while the average wage set in such agreements exceeded 750 euros/month (3.1.2.II).

8. 2019 saw the publication of a Ministerial Order governing Labour Conditions ("*Portaria de Condições de Trabalho*", PCT) for administrative workers who are not covered by specific collective regulations, which partly revised the 2018 PCT. Generally speaking, it retained the outline of the previous regime (3.1.4).

9. Where the expiry or termination of collective agreements is concerned (3.1.5.), 2019 saw one agreement to revoke an earlier collective agreement (which was then followed by the signature of a new one), as well as the publication of two notices of the expiry of an agreement – something that had not happened since 2016.

10. The reporting on extrajudicial conflict-resolution processes reveals that there was a reduction in the number of requests for conciliation (42) and mediation (7) in 2019. For the third consecutive year, the number of conciliation processes that ended in agreement exceeded that of those that came to an end without one; three of the mediation processes were concluded with an agreement, albeit there is still a tendency for most such processes to end with no accord (3.2.1). No arbitration

decisions were published at all, as was indeed the case in most of the years in the current series (3.2.2).

11. Chapter IV presents an analysis of the contents of the collective agreements that were negotiated in 2019, as a rule with the added benefit of a comparison in relation to the situation in the previous year. Maintaining the perspective adopted in earlier Reports, the Chapter begins by giving an overall picture of the data on published collective agreements (4.1), and on the widening of their scope of application (4.2), before particularly looking at the collective bargaining in the Public Business Sector (4.3). It then (4.4.) analyses the contents of the collective agreements that were published in 2019 in relation to a given set of subjects. Compared to previous Reports, that set has been the object of a number of some not very significant changes linked to systematisation, but has also been expanded to cover the following points: the right to the protection of personal data, and its connection to personality rights; and supplementary regulations.

12. Among the general data on collective bargaining in 2019 (4.1.), we would particularly point to the following:
    - Collective bargaining with regard to agreements with autonomous contents (i.e. not including Accession Agreements) resulted in the publication of 240 agreements (+9% YoY). Compared to 2018, especially noteworthy is the increase in the number of partial revisions (+22% YoY), followed by the number of first agreements (19.2% of all collective agreements), whereas there was a slight fall in the number of overall revisions (13.8% of the total).
    - Looking at the year's agreements as a whole, one element that stands out is the high proportion of partial revisions (67.1%).
    - In overall terms, 352 IRCTs were published in 2019 (compared to 311 in 2018), with growth in two categories: negotiated, and non-negotiated.
    - There continue to be a number of parallel agreements, albeit relatively fewer than in past years (32% of the 240 applicable agreements in 2019; 40% of 220 agreements in 2018).
    - A breakdown by sector continues to reveal the predominance of three sectors of activity: "Manufacturing" ('C) (76 agreements), "Transporting and storage" (H) (53 agreements), and "Wholesale and retail trade; repair of motor vehicles and motorcycles" (G) (41 agreements). These represented 72% of all agreements and benefited from a higher rate of growth in 2019 than had been the case in 2018.
    - These three sectors [('C),(H), and (G)] also display an upward trajectory from the point of view of the coverage of the collective agreements that were published in 2019. This was also the case of

the "Administrative activities and support services" and "Financial and insurance activities" sectors.

- The average number of workers (potentially) covered by a collective agreement and by type of agreement fell slightly, with the exception of the AE/average number of workers ratio, which was a little higher than in 2018 (Table 23).

13. Looking at the whole range of Extension Orders (PEs) that were published in 2019, all of which were issued under the terms of Council of Ministers Resolution no. 82/2017, we can see (4.2) that:
    - The majority of extensions (65 of 83) continued to apply to partial revisions.
    - 9 PEs extended agreements that had been published in the fourth quarter of 2018.
    - In some cases, there were two PE issue cycles in 2019.
    - 19 PEs applied to the extension of parallel agreements.
    - The Extension Orders were issued in 12 sectors of activity (CAE), with emphasis on Manufacturing (C, 30 of 83 PEs), and Trade (G, 26 of 83), followed by Accommodation and food services. (I, 8 of 83).

14. The number of IRCTs published in 2019 in the Public Business Sector (SPE, 4.3.) rose in YoY terms (36 IRCTs: 10 AAs, 5 ACs, 21 AEs), covering 63 enterprises (77 in 2018). There continued to be both a substantial percentage of parallel instruments, and a concentration of multiple negotiations within a given enterprise or group of enterprises.

    If we look at how long collective agreements in the SPE remained in effect, it is possible to identify three groups: first agreements (6); overall revisions (1, in effect for 101 months); and partial revisions (19, with greatly varying durations, from 3 to 186 months).

15. Analysis of the contents of the collective agreements entered into in 2019 reveals a picture that is similar to that described in previous Reports (4.4.1). It especially considers two aspects of the question:
    - A more general one linked to the major thematic blocks addressed in the analysis as a whole.
    - Another, more in-depth one, that considers: the scope of application of the various agreements; the length of working hours and the way working time is organised; worker qualification; equality; performance evaluation; social benefits and supplementary welfare regimes; rights of bodies representing workers; and also the right to the protection of personal data, and its connection to personality rights.

16. On the content level (4.4.2) and in general terms, a map of the 240 collective agreements entered into in 2019 presents a similar profile to that of the preceding years, although the relative weight of certain topics is greater in some cases and smaller in others. We can thus see that:
    - The predominant topics were the regulation of pay conditions and other monetary benefits, and the regime governing the duration of the agreement in question, followed by the geographic scope of the agreement, and working hours.
    - There were subjects that essentially arose in situations involving overall negotiations, first agreements, and overall revisions (e.g. personality rights; adaptability; hour banks; concentrated working hours; secondment; intermittent work; leave; temporary closure of an establishment or reduced working hours; transmission of enterprises or establishments; conflict resolution; strikes).
    - Others mainly appeared within those subtypes, although they were occasionally regulated in partial revisions (categories and careers; fixed-term employment contracts; employers and workers' rights, duties and guarantees; the workplace; disciplinary powers; part-time work; joint committees).
    - The leading topic in partial revisions was that of wage reviews, but objects of regulation (albeit partial) also included certain questions linked to remuneratory terms and conditions, including travel, supplementary social benefits, and the definition of the duration of the collective agreement or pay table.
    - Traditionally, some topics tend to be regulated in AEs (adherence to a union-negotiated agreement by individual non-unionised workers; on-call regimes; supplementary social benefits; adaptability; overtime; performance evaluation; and part-time work; as well as articulation clauses and transitional regimes).
    - Questions linked to parenthood, equality and non-discrimination, and conflict-resolution continued to be important.
    - We are continuing to see the emergence of topics related to the protection of personal data, which are in turn linked to personality rights.

17. As usual, one section of the Report is devoted to analysing the extent to which Article 492 of the Labour Code (CT) in general and the recommendations set out in its paragraphs (2) and (3) in particular are shaping the essential contents of collective agreements (4.4.3). In this respect, the analysis focuses on the first agreements and overall revisions published in 2019 (79).

    Analysis of the nine topics covered under this heading [i.e. those provided for in Article 492(2) and (3)] follows the trend set in previous years, in which the coverage of the matters recommended in

the Labour Code and the depth with which they are regulated vary, and the different agreements covered a diverse range of areas and solutions. The following are particularly worth noting:

- The matter of the relations between signatories included regulation of the instruments that are designed to resolve collective disputes derived from the implementation or revision of collective agreements, including the possibility of resorting to conciliation, mediation and voluntary arbitration, or to just one of those mechanisms.
- The majority of the arrangements established in relation to vocational training actions conducted in the light of the needs of both the workers and the employer were close to those set out in the Labour Code.
- On the topic of health and safety conditions at work, agreements covered the various aspects that require the planning and implementation of the health and safety measures and services for which the enterprise is responsible. Several agreements provided for periodic medical exams with a view to promoting workers' physical and mental well-being – a matter that is to some extent dependent on the question of working relations in the digital age and the intensification of the occupational risks associated with both stress and technology-based harassment.
- Where the measures intended to ensure the effective implementation of the principle of equality and non-discrimination were concerned, the specific subjects addressed in the agreements were many and varied (this topic is specifically covered in point 4.4.7.).
- On the subject of the other rights and duties of workers and employers, the contents of agreements commonly included rules governing the base pay for all the different occupations and occupational categories.
- The agreements also contained a variety of mechanisms designed to bring about the peaceful resolution of disputes arising out of labour contracts, adopting a number of different formats that included awarding competence in this respect to the joint committee or some other type of joint body, the arbitration committee, or labour-mediation centres, always on condition that the dispute does not endanger or undermine legally inalienable rights or result from an occupational accident.
- Various agreements stipulated the services needed to ensure the safety and maintenance of equipment and premises and, albeit only in a few cases, determined the minimum services that are indispensable to the fulfilment of imperative social needs during strikes; in a number of cases there were also clauses on social peace.
- 89% of the agreements in question provide for a joint committee with the competence to interpret and complete the terms of the agreement itself. Various IRCTs continue to give this committee other powers and responsibilities as well, with regard to the revision of occupational

categories and the contents of the different occupations, and to the resolution of individual disputes (6 joint-committee decisions were published in 2019).

18. The Report then looks at a number of topics in more depth (4.4.4.), considering how collective agreements were actually implemented in these particular areas. Observation of a universe of 240 collective agreements entered into in 2019 enables us to list a number of evident facts:
    - In terms of their geographic scope of application, the agreements were once again predominantly national in their coverage (mainland and autonomous regions), as opposed to agreements with a local or regional scope (4.4.4.1).
    - It is still rare for collective agreements to provide for a way in which individual non-unionised workers can unilaterally adhere to them (4.4.4.2.).
    - In terms of duration (4.4.4.3), in 2019 a notable percentage of agreements (73%, 143 of 194) were again revised by the time they were 24 months old; at the same time, 54.38% of the workers encompassed by a revision of the instruments applicable to them were covered by agreements with a duration of "12<24" months, which approximately matches the most common duration laid down in the collective agreements as a whole (Table 40).
    - A group of 149 agreements (out of 240, Table 39) published in 2019 governed their own duration, predominantly (54 cases) setting it at 24 months; the shortest duration was 12 months (22), and the longest was 60 months (15). In parallel, it is common practice for there to be a standalone duration for wage tables, which is almost always 12 months.
    - In 2019, it continued to become less common (22 cases in 2019, compared to 28 in 2018) for agreements to provide for what should happen during the grace period or after they actually expire; when they did do so, they often limited themselves to referring the matter to the applicable legal regime (4.4.4.4.).
    - It was also less frequent for there to be clauses on the articulation or conjugation of the provisions of multiple agreements (4 in 2019, 10 in 2018), but on the other hand there were more transitional regimes (27 in 2019, 5 in 2018) (4.4.4.5.).

19. The present Report introduces a new angle of analysis on the kind of content included in collective agreements that is based on a diffuse but consistent reality: the referral by collective agreements to subsequent regulations, which can sometimes take the form of internal regulations, and sometimes that of supplementary agreements (4.4.4.6). This category includes additional protocols that are not published in the *Boletim do Trabalho e Emprego* (BTE, Labour and Employment Bulletin), internal regulations imposed on employers by collective bargaining, and negotiated internal regulations. It is

important to be aware of all of them, at least in terms of the topics that are chosen by the parties and their scope.

20. For the fifth consecutive year, the Report pays particular attention to the questions of the length and organisation of working time (4.4.5.). The makeup of the various regimes shows no sign of any especially significant reversals in the lines of approach with which we were already familiar. On the quantitative level, these topics were essentially addressed in first agreements and overall revisions. This led to both a YoY reduction in the number of agreements covered by the various regimes, because of the prevalence of partial revisions, and a YoY fall in the number of overall revisions in 2019.

21. Most of the first agreements and overall revisions that were published in 2019 (Table 46) defined the maximum duration of the normal working period [PNT, 4.4.5.1.a)]. A maximum of 40 hours (equal to the legal limit) continued to be the prevailing choice, often accompanied by provision for differentiated regimes for different occupational groups or categories.

22. Regulation of the holiday period [4.4.5.1.b)] appeared less often than it had in 2018 (34% of cases in 2019, 41.4% in 2018) and was especially present in overall revisions (see Table 47). In terms of contents, the 2019 profile follows that of previous years. The majority of a diverse range of solutions reproduced the basic legal regime while also configuring different solutions, either by simply extending the period provided for by law, or – in a return to the line taken in the 2003 Labour Code – establishing systems in which the number of days of annual holiday can be increased subject to certain conditions, more or less along the lines of the 2003 regime.

23. As is becoming customary in these Reports, point 4.4.5.2. analyses the three outline formats the Labour Code allows for organising working time in more flexible ways, the details of which have been developed in collective agreements: adaptability, hour banks, and concentrated working hours. We should note that the contents of agreements in this respect are not often changed, and their description in the present Report therefore differs little from those given in previous years. Along these lines, we would point to two elements that are consistently found in collective bargaining:
    - The existence of close links between the rules on adaptability and/or hour banks and those governing other instruments for managing working time – particularly overtime, and sometimes shift and night work.
    - A certain standardisation of contents and agreed solutions, depending on the sectors and collective subjects involved.

24. Taken as a whole, adaptability and hour banks appeared less often in collective agreements than they had the year before (38 cases in 2019, compared to 45 in 2018), and most agreements only regulated one or other of the two regimes.

25. On a qualitative level, the Report identifies the habitual configurations of the adaptability regime, as described in earlier years (4.4.5.2.c): the parties tend to combine the various structural elements of the regime in their own ways (limits on variations in the working day; rules on the definition of working hours; duration of reference periods; etc.), while sometimes also providing for other elements (e.g. reimbursement of extraordinary expenses incurred by workers; procedures for resorting to the regime; consequences if the regime expires or ceases to apply). In this context, there were not many mere referrals to the Labour Code, but it was more common for the parties to make marginal adjustments to the legal framework.

26. This is followed by an analysis of the hour bank format (4.4.5.d) – an area in which, in addition to the comments made in the point on adaptability, there is a clear diversification of regimes. The tendency towards a certain standardisation is thus combined with an adaptation of the rules in the applicable legal regime to each agreement's organisational and occupational context, constructing specific balances by modulating the key elements of the format (increase in the length of the working day; number of hours allocated to the regime; forms of compensation, and who decides when and how they should be taken).

    On the implementation level, various agreements admitted the possibility of also using the hour bank system in a worker's interest and at their request (in most cases, subject to the employer's agreement), thereby making these flexibility mechanisms less unilateral. Finally, there were cases in which rules were added in relation to particular questions, namely: the requirement for the employer to organise a 'current account' to record the use of the hour bank; articulation of the hour bank and the award of a meal allowance, especially in cases in which the length of the working day is reduced; provision for reimbursement of expenses derived from changes in the working day; and the provision of transport.

27. Concentrated working-hour schemes continued to be rare, both on their own or in combination with another instrument (4.4.5.e). The format was only provided for in three situations: one where it coexists with the hour bank rules, and two others in which it is regulated in conjunction with the adaptability regime.

28. The number of agreements that provided for regimes under which workers can be required to remain available on call in order to respond to certain unpredictable needs [4.4.5.f)] rose slightly in 2019 compared to previous years, leveraged by various groups of parallel agreements (59% of 27 agreements). This format essentially continues to exist at the firm level and in three sectors of activity: "Manufacturing" (C'); "Wholesale and retail trade; repair of motor vehicles and motorcycles" (G); and "Transporting and storage" (H). A look at their contents reveals the specificities of each business organisation (and the activity it engages in), with emphasis on cases of continuous/24-hour working formats. As in previous years, what stands out is the variability of a number of aspects of the different solutions, including: how (by agreement, or by a management decision), and the extent to which, the format is implemented; and the provisions that are made for compensatory mechanisms, namely in terms of whether there is an on-call allowance, and whether that allowance is associated with extra pay for the work that is effectively done under the regime.

29. Looking at the collective agreement system as a whole, one can see that overtime has been one of the legal formats that are most frequently addressed in the arrangements governing the organisation of working time. Despite a slight fall in the number of agreements in question (91 in 2019, compared to 97 in 2018), this reflects its importance in labour relations in this country. The terms of the agreements primarily deal with the pay-related dimension – a key fact in this regard is that 90% of the first agreements that regulate this subject stipulate pay increases above those required by law. Some agreements also cover other matters linked to the implementation of an overtime regime (whether it is permissible; whether workers can refuse to do overtime or not; conjugation with the regimes governing night and shift work).

30. CRL's Reports have devoted a specific section to monitoring the various mechanisms designed to make working hours more flexible in the workers' interest [4.4.5.h)], as well as to the importance attached to workers' interests within the overall framework of the functioning of other flexibility mechanisms (adaptability; hour banks), which we also note in the present Report.

    However, flexible working hours are the most usual format in this domain. Here, agreements not only define the notion of flexible hours itself, but also construct the applicable regime in ways that vary enormously, both in terms of the level of depth to which the format is taken, and with regard to the respective rules (the content and extent of the margin within which a worker can manage their hours; the worker's duties; the regime governing how flexitime hours are calculated; how hours are debited, and what happens to unused balances; etc.).

31. Together with overtime, the format that establishes exemptions from fixed working hours [4.4.5.i)] has been one of the traditional instruments intended to allow workers to work more flexibly. Having said that, in 2019 there was a slight YoY decrease in the number of agreements that addressed this topic (56, compared to 65 in 2018), the reasons for which included the high proportion of partial revisions, and the importance in several clusters of agreements of a work-time organisation based primarily on fixed or changeable working hours. In terms of their content, some of the agreements simply copied the regime set out in the Labour Code; in the others, we find specific regulations on various nuances of the regime (delimitation of situations in which the format is allowed; permitted modalities; situations in which the regime expires or ceases to apply; and, albeit less often, limits on the length of working hours). At the same time, there is still a lot of diversity in the agreed terms governing the calculation of allowances paid to workers who are not subject to fixed working hours.

32. In general terms, the question of promoting workers' qualifications (vocational training, and the student-worker system – 4.4.6.) was addressed in around 38% of the collective labour agreements that were published in 2019, in which the predominant level of negotiation continued to be that of individual firms (AEs). The total number of cases rose slightly in relation to the previous year (90 in 2019, 87 in 2018).

33. On the subject of vocational training (4.4.6.2), although some agreements did address initial training (17 of 77), most of them regulated continuous training formats (72 of 77). In general, the employer's role in initial training is essentially associated with enhancing, capitalising and recognising a worker's existing vocational training. With regard to continuous training on the other hand, agreements tended to closely follow the provisions of the law in a number of areas: how workers should acquire more in-depth knowledge of certain subjects; the extent of the employer's role in the training; and sometimes the role of the various bodies that collectively represent workers. Some detailed attention continued to be paid to the training needed to obtain and maintain formal vocational qualifications in regulated occupations, usually in conformity with the legal norms governing the sector in question. At the same time, there were several references to vocational training designed to reconvert workers for technological reasons.

34. In 2019, 47 agreements regulated the status of student workers (4.4.6.3.), with particular emphasis on aspects linked to making working times more flexible in such a way as to make it easier for students to reconcile their academic paths with their work for the employer, regulating matters like dispensations, working hours, leave and holidays, as well as the provision of full or partial funding for the student-worker's studies.

35. The Report devotes a section of its own to the principle of equality in labour relations (4.4.7.), focusing on three topics: moral harassment; reconciling family life and work; and parenthood and equal working conditions in general. This subject has warranted growing attention from the parties in collective bargaining, which in this respect has accompanied the current legal framework by increasing the protection afforded to workers. This context has contributed to a trajectory of growth in these matters in recent years, which was maintained in 2019. In some situations, agreements restricted themselves to mentioning or copying the law – this was the case in relation to moral harassment, for example.

36. Where reconciling family life and work was concerned (4.4.7.3), we find the usual variety of references, two aspects of which are especially relevant:
    - Protecting motherhood and fatherhood, including their articulation with the social protection regime (Art. 34, CT) and the catalogue of workers' rights set out in Article 35, CT, which includes a range of leave periods intended to enable people to exercise their parenthood, along with the possibility of managing the way in which working times are organised.
    - Protecting the various schemes and formats for reconciling working and non-working times.

37. With regard to implementation of the principle of equality and non-discrimination, agreements generally (4.4.7.4.) continued to pay special attention to the specific conditions of certain groups of workers – illness, disability, age, occupational accidents – sometimes advocating the protection of workers with a diminished capacity for work, regardless of what brought it about. The principle of equality was also reflected in other measures designed to protect certain workers in accordance with their age, with consequences in terms of access to employment and assignment to night and shift work and overtime, from a given age onwards.

38. This year's Report devotes a specific section to the protection of personal data and its connection with personality rights, as well as to the range of challenges posed by technology and the digitisation of labour relations (4.4.8.). In most situations, these subjects are only touched on in an embryonic manner, but even this is already a sign of the centrality the topic has been winning for itself in collective bargaining.

39. Carrying on from the analysis that was begun in last year's Report, there is also a standalone section on how performance-evaluation systems are handled in collective bargaining (4.4.10). This is a subject for which there is no parallel in the law, and which predominantly appeared in first agreements reached in enterprise-level negotiations (AEs and ACs). This distribution appears to point

to a close connection to the entrepreneurial reality that underlies collective bargaining. We should also note the diversity of both the approaches to the topic and the main aspects of it that were covered in the various collective agreements.

40. The rules governing bodies that represent workers and trade-union activities within enterprises (4.4.10) were addressed in 74 of the 240 agreements published in 2019 – a numeric decrease in relation to the previous year (91 of 220 agreements in 2018). As we have already mentioned, this is linked to this year's high proportion of partial revisions (67% of 240 agreements) – a subtype in which provisions on this matter are less common. Be that as it may, the distribution by type of collective agreement shows that the subject was predominantly handled in firm-level agreements, and above all in first agreements and overall revisions (respectively 34 and 30 of 74 agreements).

41. From a qualitative perspective, the overall format of the 2019 agreements in this respect closely followed that with which we were already familiar in terms of the matters that were addressed, the depth to which they were treated, and the solutions that were outlined. They also primarily (and in terms of how often each topic appeared) covered the right to meet in the workplace, the right to display and distribute information, the hour credit available to union representatives, the right to a space of their own, and the right to meet management bodies.
    The subject of the participation of bodies that represent workers was often covered in points devoted to: the organisation of working time, especially regimes governing flexible working; occupational careers and categories, namely in the case of a definitive change of function resulting from a functional mobility process; and/or the creation of new occupational categories.

42. Around a third of the agreements that were published in 2019 required employers to provide benefits intended to supplement those which the General Social Security Regime (RGSS) grants with a view to the provision of protection in the case of occurrences that are themselves covered by the RGSS (in particular, illness, old age, and invalidity), as well as other kinds of benefit related with the worker's personal and family situation (4.4.12). This represents a nominal YoY increase of about 17% in the number of agreements that covered this topic. The profile of the benefits in question is identical to that of previous years, with the prevailing format being the creation of mechanisms designed to protect workers when they are ill, by means of a very variable range of benefits and solutions.

43. Chapter IV closes with a brief overview of contents linked to the recent revision of the Labour Code, especially by Law no. 93/2019 of 4 September 2019 (4.4.13). The latter took effect within the time

period covered by the present Report, although it had no immediate effect on collective bargaining in 2019, inasmuch as under the Law's transitional regime, when necessary the parties can adjust the contents of IRCTs in the twelve months following the Law's entry into effect – i.e. as of October 2019. In the year covered by this Report, and in the majority of situations, the agreements either matched or simply reproduced the normative format laid down in the Labour Code as it was before the amendments made in 2019.

44. Finally, the Report ends with a reference to collective bargaining in the Public Administration (Chapter V). It notes the publication in 2019 of 2 Collective Career Agreements (ACCs) and 115 Collective Public-Sector Employer Agreements (ACEPs), 79 of which were revisions of existing agreements (71 overall revisions, and 8 partial revisions), which represents a 34.66% YoY decrease in the number of ACEPs.

    Compared to 2018, there were no significant changes in the main lines of the collective bargaining in the Public Administration and the year confirmed the vitality of the collective bargaining at the Local Administration level.