EXECUTIVE SUMMARY

1. The Report on Collective Bargaining in 2024 is part of the annual series, which began in 2016, and aims to implement the task assigned to the Labour Relations Centre in Art. 3(1)(d) of Decree-Law No. 189/2012 of 22 August.

2. The document follows the structure of previous editions, maintaining the object and perspectives of analysis, ensuring the consistency of the sources used and stabilising, in terms of the evolving context, the period of reference (Chapter 1) and the business content favoured by the granting parties.

3. The section on the general background (Chapter 2) sets out the fundamental aspects of the economic (2.1.) and normative (2.2.) contexts that form the backcloth to collective bargaining. It summarises the major macroeconomic variables and the normative changes likely to have repercussions on collective bargaining in 2024, under the Labour Code (CT) and the General Law governing Work in the Public Service (LTFP).

4. On the economic front, the behaviour of two variables relevant to collective bargaining stands out.

   - GDP growth, which, following the economic recovery after the pandemic crisis, reached 6.4% in 2022, falling to 1.6% in 2023 and 0.9% in 2024;
   - The consumer price index (CPI), which, after peaking in 2022 (7.8%), fell to 4.3% in 2023 and 2.4% in 2024.

5. At the regulatory level (2.2), the year 2024 continues to be influenced by Law No. 13/2023 of 3 April, particularly in terms of case law, with numerous decisions regarding the classification of contracts entered into with digital platforms. On the other hand, and since some of its rules have an impact on collective bargaining, a separate chapter continues to be devoted to assessing the scope of the respective changes in the clauses of collective bargaining for 2024.

   In terms of national law making, the changes were modest but significant. The following legislation is of particular importance: Decree-Law No. 115/2023 of 15 December, which reformulated the legal regimes of the Labour Compensation Fund and the Labour Compensation Guarantee Fund; Law No. 20/2024 of 8 February, followed by Decree-Law No. 86/2024 of 6 November, which amended the regime and the Statute of the Informal Caregiver, respectively; and Decree-Law No. 118/2024, of 31 December, which transposed EU Directives concerning the addition to the list of biological agents known to be infectious to humans. It should also be noted that the minimum monthly salary defined by law was €820 (Decree-Law No. 107/2023, of 17

November) and that on 1 October 2024, the Government and the Social Partners (with the exception of CGTP-IN) signed the Tripartite Agreement on Wage Increases and Economic Growth 2025-2028.

The year 2024 was particularly significant in the EU with the approval of several pieces of legislation with an impact on labour and the end of the transposition period for Directive No. 2022/2041 (on 15 November 2024) on adequate minimum wages in the European Union, which focuses primarily on collective bargaining, in the context of a complex jurisdictional debate on the competence for its approval. In 2024, within the framework of the Council of Europe, the European Committee of Social Rights issued a decision on a collective complaint lodged by the European Organisation of Military Associations and Trade Unions (EUROMIL) against Portugal (Complaint No. 199/2021) concerning the trade union rights of military professional associations, concluding that Portuguese legislation violates the Revised European Social Charter in this regard.

6. Chapter 3, on general data on collective bargaining in 2024 and its evolution since 2010, provides an overview of the evolution of Portuguese bargaining, considering mainland Portugal, the Autonomous Region of Madeira and the Autonomous Region of the Azores (3.2), followed by the usual in-depth analysis of data for mainland Portugal (3.3 et seq.). Some highlights:

   - The country ends 2024 with a decrease in the number of Collective Labour Regulation Instruments (IRCT) (566) compared to 2023 (706);
   - In the breakdown by NUTS, we find 404 IRCTs in mainland Portugal; 58 in the Azores Autonomous Region and 104 in the Madeira Autonomous Region;
   - Between 2010 and 2024, there was an oscillating trend, with the best years being 2010, 2019, and 2023 (534, 524, and 706 IRCT, respectively);
   - The periods of the so-called Troika and the pandemic saw two sharp declines in collective bargaining;
   - After the pandemic period, there was a general recovery in IRCT as a whole (graph 6), although in 2024 there was a decline compared to the previous year.

7. In the IRCT universe, the usual predominance of collective agreements is noteworthy, where the distribution between Firm-level Agreements (AE), Group-level Agreement (AC) and Sectoral-level Agreements (CC) differs across the three NUTS. In summary, in 2024, the breakdown by type of IRCT is as follows (Annex Q.1):

   - Portuguese Mainland: 293 agreements (27 AC; 149 AE and 117 CC); 24 AA; 86 PE;
   - AR Azores: 46 agreements (0 AC; 20 AE and 26 CC); 12 PE; 0 AA;

- AR Madeira: 52 agreements (7 AC; 14 AE and 31 CC); 50 PE; 1 AA.

8. The information collected on employees (TCO) working in the establishments listed in the Single Report (2010 to 2023), (table 6), showed that, in Portugal:

    - 2,615,800 TCO were listed in 2023, which corresponds to 1,144 agreements.
    - Twenty-five working conditions administrative orders were also reported (PCT);
    - These numbers fluctuated somewhat between 2010 and 2023, but the number of employees has always been above two million, where 2023 stands out as the best year in the series (2,615 thousand workers).

9. With regard to mainland Portugal, some of the most relevant data for 2024 are highlighted below (3.3 et seq.; graphs 8 and 9):

    - The number of agreements decreased from 299 (2023) to 293 (2024);
    - However, the number of workers potentially covered by published collective labour agreements and PCTs rose from 825,269 (2023) to 1,037,520 in 2024 (tables 8, 16 and 20);
    - About 90% of workers potentially covered by agreements published in 2024 correspond to Sectoral-level Agreements (CC) (Tables 19 and 20).

10. With regard to the termination of collective agreements, the following were published:

    - One agreement to terminate an existing agreement (out of 15 between 2010 and 2024);
    - One notice of expiry of an agreement (out of 26 between 2010 and 2024) (3.3.d).

11. The average period of effectiveness of previous pay tables was 21.6 months in 2024, up compared to 2023 (19.7 months); however, it is lower than the figure recorded in 2022 (29 months).

12. With regard to salary variation, in 2024 it rose by 7.3% in nominal terms and 2.7% in real terms, which is more favourable than in 2023 (6.9% and 0.1%, respectively).

13. As for the extrajudicial resolution of collective disputes, in 2024 there were:

    - An increase in the number of conciliation proceedings filed and concluded, of which 54% ended in agreement and 46% without agreement;
    - A reduced number of mediation proceedings, two of which ended in agreement;
    - No publication of arbitration decisions.

14. Chapter 4 focuses on collective bargaining in 2024 and, as usual, the first point (4.1) is reserved for its characterization. Some aspects stand out in comparison with the previous year:

- 404 IRCTs (negotiated and non-negotiated) were published, compared to 478 IRCTs in 2023 (Table 17);
- There was a slight decrease in collective agreements (2%: 293 in 2024, 299 in 2023);
- The distribution and relative weight of each subtype are slightly different from those observed in 2023, with a decrease in first agreements, which now account for 6% of total collective agreements (8% in 2023), and partial revisions (62% compared to 73% in 2023), which contrasts with a significant increase in overall revisions (31% compared to 19% in 2023) (Annex Table 2).
- In terms of typology, there are also slight differences:
  - ✓ AE – 51% (52% in 2023);
  - ✓ CC – 40% (37% in 2023);
  - ✓ AC – 9% (13% in 2023).
- The relative weight of parallel agreements in the universe of published agreements is close to 31% in 2024, compared to 28.8% in 2023 and a slightly higher percentage of 33.8% in 2022 (Table 18).
- In terms of sectoral distribution, the usual sectors continue to predominate:
  - ✓ H- Transport and storage, C- Manufacturing, and G- Retail, together account for 172 agreements and 59% of the total (in 2023, they accounted for 60.2%);
  - ✓ The Transport and storage sector has declined compared to the previous year both in absolute terms (72 agreements in 2024 - of which 63 are AE - 85 in 2023) and in relative terms (24% in 2024, 27.4% in 2023).
- This is followed by the C- Manufacturing sector:
  - ✓ 22% in 2024; 21.1% in 2023; 28.3% in 2022;
  - ✓ With equal share of AE and CC.
- And G- Retail:
  - ✓ 12% in 2024 (11.7% in 2023; 15.4% in 2022);
  - ✓ With a predominance of CC (30 CC, 4 AC, and 1 AE).
- There are four sectors (C, G, I, and Q) that cover around 64% of workers potentially covered by collective bargaining, with the following relative weightings:
  - ✓ Manufacturing (C, 31%);
  - ✓ Retail (G, 18,3%);
  - ✓ Human health and social support activities (Q, 16,8%);
  - ✓ Accommodation, food services, and similar (I, 10.4%).

15. In 2024, 86 extension orders (4.1.2) were published, 27% fewer than in 2023 (118). Some aspects are worth highlighting:

- They mainly involve partial revisions of agreements (61 out of 86), with around 29% corresponding to overall revisions (25 out of 86); there were no extensions of any initial agreements;
- They cover 21 CAE sectors of activity, with the usual predominance of manufacturing (C) (19) and retail (G) (22) (graph 14);
- Sixteen extension orders opposed the extension during the public consultation phase: three by the employer, nine by the union, and four by both.

16. In 2024, collective bargaining in the public sector subject to the Labour Code (4.2) continues to play an important role in overall collective bargaining for the year, particularly in the public enterprise sector, with the following developments:

- A total of 82 IRCT negotiations, corresponding to 72 agreements (66 AE and 6 AC) and 10 AA;
- A decrease in the number of IRCTs of around 37% (131 in 2023 and 82 in 2024) and a significant reduction in accession agreements (53 in 2023 and 10 in 2024);
- An increase in the number of companies covered (from 63 in 2023 to 86 in 2024);
- Ten companies simultaneously signed collective agreements and accession agreements;
- Continuity in sectoral distribution, with the already known primacy of transports (21 granting companies and 43 agreements);
- A percentage distribution by subtype of agreements, dominated by overall revisions (53%), followed by partial revisions (38%) and, finally, first agreements (10%).

17. The contents of the collective agreement published in 2024 (4.3) cover a wide range of topics, which are explored in depth using two complementary approaches:

- one more general in nature, relating to the major thematic blocks; and
- another more in-depth, which looks at the following topics: scope of application of the agreements; duration and organisation of working time; worker qualifications; equality and non-discrimination, including the issue of work-life balance; personal data protection and its connection to personality rights; new technologies and labour relations; performance evaluation; rights of worker representative structures; social benefits and supplementary pension schemes; and occupational health and safety.

18. On the substantive level (4.3), the mapping of the 293 collective agreements for the year 2024 follows a similar pattern to previous years. The topics found are presented in order of relevance:

- The regulation of salary conditions and other monetary benefits (289), which continue to dominate and are reflected in a multitude of salary updates that can lead to an increase in the worker's salary;
- This is followed by the agreement's duration (220); the geographical scope of the agreement (205); the professional categories (168); the duration of the PNT (133); overtime (129) and the leave regime (119);
- The least common topics relate essentially to the following: resolution of individual disputes (16); temporary closure of an establishment or reduction in working hours (11); concentrated working hours (5); remote surveillance methods (2).

19. The in-depth analysis of agreements from the perspective of Article 492 of the Labour Code (4.3.3) observes the extent to which the agreements comply with the recommendations set out in paragraphs 2 and 3 of that provision, in the universe of first agreements and overall revisions of 2024 (110 out of 293 agreements). In 2024, the relative distribution among the 10 topics compared in this section remains variable, and the depth of the topics covered by law, as well as their coverage by convention, is not complete, but continues to cover a variety of areas. The negotiated solutions (in initial agreements and overall revisions) focus on the following topics:

- In relations between the parties, the means of resolving collective disputes arising from the application or revision of the agreement are regulated, with conciliation and mediation remaining the most common provisions (40 agreements regulate one or more modalities: conciliation in 21, mediation in 25, arbitration in 23, and all three modalities in 14);
- The provision for training actions, taking into account the needs of the worker and the employer, appears with wordings close to the law (see separate point 4.3.7) (27 out of 110);
- The conditions of employment relating to health and safety are in line with the most recent amendments to the text of the law (see separate point 4.3.14) (105 out of 110);
- Among the measures aimed at effectively applying the principle of equality and non-discrimination, there is the usual diversity of solutions, including rules that tend to promote situations of material equality for workers who need adjustments to their working conditions (see 4.3.8) (95 out of 110); when it comes to other workers' rights and duties, like basic pay for all jobs and professional categories, this is in all the agreements we looked at (110 out of 110), showing how important pay is in collective bargaining; other provisions relating to pay also appear with some frequency, for example: pay increases associated with the organisation of working time or meal

allowances. Although less common, there are also references to components of compensation in kind;

- The regulation of mechanisms for the peaceful resolution of disputes arising from employment contracts takes various forms, with powers in this area being assigned to the joint committee or another type of joint body (101 out of 110);
- When it comes to exercising the right to strike, there's still not much in the way of standard rules on (i) minimum services to meet essential social needs; and/or (ii) minimum services needed for safety and maintenance of equipment and facilities (arts. 534(3) and (4), 537 and 538 of the Labour Code) (only 8 out of 110);
- In turn, the effects of the agreement in the event of expiry are also rarely addressed in agreements and, in most situations, follow the law (see separate point 4.3.5.4) (11 out of 110);
- As for the definition of the conditions for teleworking, there has been an increase in the number of agreements covering this topic and also covering hybrid models of work, which the agreement leaves to be defined in a written agreement with the employee (see separate point 4.3.10.2) (44 out of 110);
- The rules on the powers of joint committees often mirror the law, but in many cases extend their remit: some relate to resolving individual disputes, including performance reviews; others relate to issuing opinions on the creation or revision of professional categories (66 out of 110).

20. A comparison of the provisions of the agreements published in 2024, taking into account the amendments introduced by Law No. 13/2023 of 3 April, shows that collective bargaining, although not exhausting the regimes subject to legal amendment, incorporates several changes resulting from that law (see 4.3.4, Table 29). The most relevant are highlighted below:

    - Overtime (123 out of 293);
    - Absence policy (62 out of 293);
    - Caregiver employee (27 out of 293);
    - Teleworking (19 out of 293);
    - Initial parental leave and exclusive maternity leave (18 out of 293).

21. In the chapter devoted to the different segments relating to the application of collective agreements (4.3.5), the following stands out:

    - In terms of geographical scope, in 2024, the number of national or continental agreements continues to exceed that of local and regional instruments, with a very slight increase in regional agreements – in percentage terms, 2024: 68%/32%; 2023: 69%/31% (4.3.5.1);

- The number of collective agreements to refer to a format whereby individual non-unionised workers can unilaterally adhere to them is significantly higher than usual and has practically doubled compared to the previous year. The trend has been growing: 48 in 2024; 25 in 2023; 15 in 2022 (4.3.5.2);
- As for the 274 agreements revised in 2024:
    - ✓ Around 77% were revised by the time they were 24 months old, roughly in line with the most usual collective agreement duration. The upward trend continues (69% in 2023 and 58% in 2022);
    - ✓ Meanwhile, the group of agreements revised between 24 and 48 months continues the downward trend of recent years, albeit at a slower pace: 34% in 2022, 16% in 2023 and 9% in 2024 (table 32);
    - ✓ Agreements with a duration of between 48 and 96 months show the same percentage as the previous year (10%);
    - ✓ Agreements revised after 96 months are residual and on a downward trend (5% in 2023 and 3% in 2024) (4.3.5.3).
- In 165 of the 293 agreements analysed, their duration is specified (Table 36):
    - ✓ The most common duration is between 12 and 24 months (39%, 64/165 agreements);
    - ✓ 30 agreements have a duration of 12 months or less (18%);
    - ✓ And there are 23 agreements (14%) with a duration of more than 48 months;
    - ✓ Usually, there is a separate duration for the pay table, generally 12 months.
- As for the regulation of what should happen during the grace period or after they actually expire, automatic renewal prevails until a new agreement comes into force (84 out of 293). On the other hand, 38 agreements (out of 293) expressly regulate their own effects after the agreement itself ends by expiring, including eight that refer to the law (Art. 501(3) CT). In this universe:
    - ✓ There are 14 agreements whose provisions expressly indicate the effects after the agreement itself ends by expiring (4.3.5.4);
    - ✓ Clauses on the articulation or conjugation of the provisions of multiple agreements are less frequent (4 of 293), with the number of transitional regimes being more significant (62 of 293) (4.3.5.5).

- Lastly, also in 2024, a revision was promoted of the latest suspension agreements granted in 2021 by a group of 17 AEs in the aviation sector due to the COVID-19 pandemic and concluded under Article 502 of the Labour Code. This report notes the path taken by each of these instruments: two AEs expired in 2022, six were revoked in 2023 and nine were revised in 2024 (see Table 38). This closes the cycle that began four years ago.

22. Collective bargaining continues to refer part of its regulation to other instruments such as internal regulations or supplementary agreements, originating in collective agreements (69 cases in 293 agreements in 2024, compared to 46 in 299 in 2023):

    - In most situations, the collective agreement establishes a rule of precedence of the agreement over internal regulations;
    - In other cases, previous agreements and regulations contrary to the agreement are revoked (16 out of 69);
    - In others, the agreement sets the parameters to be met when drafting internal regulations, as is the case with the performance evaluation system (14 out of 69), the teleworking system (13 out of 69) and the use of digital tools (3 out of 69);
    - On the other hand, the agreement may refer to internal regulations for the treatment of matters such as occupational health and safety (27 out of 69) and the organisation of working time (25 out of 69), among others (4.3.5.6).

23. The study of working time is structured, as usual, around two points:

    - The duration of work (maximum limits on normal working hours, including full-time and part-time work, duration of annual leave, public holidays and equivalent absences, and the duty to refrain from contact or the right to disconnect) (4.3.6.2);
    - Working time organisation (flexibility, time banking, concentrated working hours, exemption from working hours, overtime, shift work and night work, prevention arrangements, on-call or standby duty and flexible working hours in the interest of the worker) (4.3.6.3).

24. The definition of the maximum Normal Working Hours [4.3.6.2.a)] appears in approximately 98% of initial agreements and overall revisions (Table 45), with the maximum duration of 40 hours per week continuing to prevail (56%).

25. Also related to the length of the working day, but constituting a type of employment contract, part-time work has been evolving in agreements, presenting diverse solutions within the margins of autonomy that the law grants to the parties (Table 46) (55 in 2023 and 53 in 2024).

26. In 2024, the regulation of leave periods [4.3.6.2.b)] is addressed in 113 agreements (39%) (Table 47). There were several arrangements within the usual matrix. It is worth noting the role of collective bargaining in a number of increments granted in addition to the 22 working days of holiday granted by law.

27. The protection of the right to rest has been reinforced with the establishment of a duty to refrain from contacting employees during rest periods, except in cases of force majeure, through Law No. 83/2021 of 6 December, associated with changes to the teleworking regime. However, Article 199-A applies to all workers, regardless of their contractual status. In 2024, agreements addressing this matter [4.3.6.2.d]:

    - Increase compared to the previous year (22 out of 293 agreements, 10 out of 299 in 2023); and
    - In most cases (16), the issue is regulated for the first time.

28. Regarding the organisation of working time (4.3.6.3), the three flexible management regimes provided for in the Labour Code are examined in detail. The configuration of the adaptability and hours bank regimes negotiated by the parties has remained concentrated in a relatively stable group of agreements for almost a decade. In 2024:

    - 49 agreements address the adaptability regime (35 in 2023), in particular first agreements and overall revisions. In terms of distribution, AE predominates (24 out of 49), followed closely by CC (21 out of 49);
    - 34 agreements deal with hour banks (19 out of 2023), mostly CC (24 out of 34);
    - Concentrated working hours remain residual (only five agreements) (Tables 50 to 55).

29. In relation to the adaptability regime 4.3.6.3.b)] the parties tend to establish their own mixes of the essential elements of the overall regime (limits on variations in the working day, rules on the definition of working hours, duration of reference periods), with the balancing of family interests or compensation for expenses.

30. As for the hour bank, [4.3.6.3.c)] there are several solutions, combining a certain standardisation with the establishment of rules adjusted to the organisational and professional context of each agreement, translated into the construction of specific balances based on the definition of its structural elements (increase in working hours; volume of hours; methods and initiative for compensation, in time and money, including the provision for compensation for expenses arising from changes in working hours and the provision of means of transport).

31. Exemption from working hours [4.3.6.3.e)] has been a traditional instrument of time flexibility in the provision of work, rooted in some sectors of collective bargaining. In 2024:

- It is covered in 86 (out of 293) agreements, mainly first agreements (60) and overall revisions (17).
- The majority of agreements reproduce the law, while others are adjusted according to the specific reality to which they apply (permitted modalities, limits on the number of hours, remuneration compensation, and situations in which the regime expires or ceases to apply).

32. In 2024, overtime work [4.3.6.3.f)] maintained its importance in the universe of overall revisions and first agreements and, as always, remained insignificant in partial revisions. This breakdown explains the increase in the number of agreements covering these themes compared to 2023 (129/293 agreements in 2024, 100/299 in 2023; 66/240 in 2022) (table 57). The clauses continue to deal mainly with pay, whose legal parameters have been changed repeatedly. As mentioned above, Law No. 13/2023 introduced changes in this area, establishing an increase in the remuneration increment for overtime worked in excess of 100 hours per year, under the terms that were included in the Labour Code before Law No. 23/2012 came into force. With regard to overtime, the vast majority of agreements (82% of 108 agreements dealing with this issue) set remuneration increments above the law, often reproducing the values contained in the 2009 version of the Labour Code (37.5%/50%/100%) and, in other cases, exceeding them.

33. Shift work [4.3.6.3.g)] usually occurs in situations involving continuous operation or where the company's operating hours exceed the maximum limits of normal working hours. It is therefore common for it to be combined with other aspects of working time, in particular the maximum normal working time (Art. 197 et seq. of the Labour Code), night work (Art. 224 of the Labour Code) and, in some cases, overtime (Art. 226 et seq. of the Labour Code) and on-call duty. When defining shift work, the agreements deal with hourly limits, shift modalities and the organisation of shifts. In 2024:

- There are 111 agreements addressing the issue of shift work (96 in 2023);
- Mainly overall revisions (68 out of 111) and AEs (78 out of 111).

34. The prevention and availability regime [4.3.6.3.h)] are mainly dealt with at company level (44 AEs in 53 agreements). Its configuration depends largely on the specifics of each business organisation. There are varying degrees of flexibility in the modulation of availability hours, mostly justified by the need to avoid damage and risks and to restore the conditions for the normal operation of the service or equipment.

35. Flexible working hours have become a typical tool for making working time more flexible in the interests of the employee, beyond the scope of parental leave provided for by law (see Art. 56 of the Labour Code). In 2024:

- 49 (17%) agreements (first agreements or overall revisions) regulate flexible working hours, compared to 15% in 2023;
- On the other hand, company agreements continue to predominate (34 AE in 49 agreements in 2024, 16 AE in 45 agreements in 2023).

36. In general terms, the promotion of workers' qualifications (vocational training and worker-student – 4.3.7) is covered in 118 of the 293 collective agreements of 2024, of which 78 are AE, 31 CC and 9 AC (Tables 63 and 64).

37. 37. In initial training, there is a natural concern for valuing, capitalising on and recognising the professional training of workers. This happens as a criterion for admission, especially in certain professions or careers, or as a preference for admission (4.3.7.2). In continuing vocational training, which is generally expected to comprise 40 hours per year, it is common to find references to the importance of vocational training in professional progression and retraining, with particular emphasis on technological training and occupational health and safety.

38. The status of working students (4.3.7.3) continues to prioritise aspects relating to flexible working hours, which allow for the reconciliation of academic studies with the work of working students, regulating matters such as time off, working hours, leave and holidays, alongside the financing or co-financing of studies.

39. The issue of equality and non-discrimination and the work-life balance (4.3.8) has been playing an increasingly central role in collective bargaining, a trend that continued in 2024. The number of agreements addressing at least one of these issues (equality and non-discrimination or parental protection) increased to 130 (in 2023, there were only 120). The regulation of these matters is particularly prevalent in AEs (73), followed by CCs (42) and ACs (15). The sub-theme of parental responsibility (106) also remains the focus.

40. With regard to the scope of application of rights relating to work-life balance, there are many references to the protection of parenthood, some references to the working carer and specific situations involving a seemingly broader group, given that the worker is not required to have the status of a non-primary informal carer.

- 72 out of 130 agreements address the issue (in 2023, the topic was not autonomous, so there is no comparative data for this segment);
- Of the 72 agreements, 45 are AE, 19 CC and 8 AC.

41. References to personality rights in particular continue to be noteworthy in 2024, as well as those relating to individual proceedings and data on employees and third parties (65), which cover 90% and 91% respectively of the total number of agreements identified in this topic (96 agreements). The provision of rules on remote surveillance (2) and biometric data (3) is less frequent. Finally, it is worth noting the increase in the number of agreements that expressly refer to electronic media (49 in 2024, 17 in 2023) (4.3.9).

42. Essentially, the law defines the scope of remote work, allowing the company's internal regulations to define the activities and conditions under which remote work may be accepted (Art. 166(9), LC) and also provides for the conclusion of a written agreement with the employee, which must include a set of operational elements that enable the application of the regime to the specific situation (Art. 165(2) and (4), LC). In 2024:

- The number of agreements more than doubled, totalling 55;
- They are divided into AE (38), CC (12) and AC (5), mostly overall revisions (41);
- The solutions provided by the law have been well received, although efforts have been made to conceptualise remote work, for example, by establishing more than one form of remote work, including a mixed or hybrid regime, and specifying support for workers, including the right to a meal allowance.;
- It is worth noting the plurality of conventional solutions found in 2024, which seek to adjust the various aspects of the new regime to their organisational reality, namely by providing for hybrid remote work models (4.3.10).

43. The regulation of performance evaluation (4.3.11), although traditionally considered a strictly managerial responsibility of the employer, has been the subject of collective bargaining, particularly at the company level (AE 60). In 2024:

- The number of agreements is significantly higher than in the previous year (40 in 2023 compared to 73 in 2024), divided into overall revisions (48), first agreements (15) and partial revisions (10);
- In 74% of agreements (54 out of 73), there is still a formal link between performance evaluation and the rules on progression and promotion;
- The projections of the evaluation system in the legal sphere of the worker are at the level of increased holiday entitlement, for situations of positive mention, or recognition of exceptional merit for situations of obtaining three excellent results and professional training or retraining of the worker, in the event of a negative evaluation.

44. In 2024, 125 of the 293 published agreements cover aspects relating to workers' representative structures and trade union activity within the company (4.3.12):

- The majority are AEs (61%, 76 out of 125; 51% in 2023);
- Followed by CCs (30%, 37 out of 125; 40% in 2023);
- Lastly, AC (10%, 12 out of 125, 9% in 2023).

45. The agreements continued to focus on the rights granted by law to union representatives: hour credit; right to information and consultation, meeting in the workplace, display and distribution of information, premises and meet the enterprise's management bodies. In terms of information, it is envisaged that workers' representative bodies will be involved in matters relating to the organisation of working time, including the scheduling of holidays, as well as the definition of workers' careers and professional categories, including professional retraining (4.3.12). Relevant parts of this content coincide with the legal regime.

46. The provision on the allocation of benefits intended to supplement those granted by the general social security system, for protection against contingencies covered by this system – including illness, old age and disability – is included in a significant number of the agreements (98, i.e. 33% in 2024, 26% in 2023). As usual, other benefits related to the personal and family situation of the employee are also covered in 53 agreements (children, nurseries, school support, descendants with psychomotor disabilities and life insurance). In 2024, part of the content covered in overall and partial revisions essentially concerns the updating of values (4.3.13).

47. Working conditions relating to occupational health and safety are included in the range of topics recommended by Art. 492 of the Labour Code [paragraph 2, subparagraph c)]. They are covered in a specific chapter, given their relevance in the context of labour relations. In 2024, 112 agreements covered this issue (compared to 87 in 2023). In addition to the classic topics covered by the law and addressed by the agreements in the chapter on OSH prevention and remediation, other issues related to environmental and psychosocial risks are beginning to emerge.

48. The environmental dimension concerns compliance with safety and environmental protection rules relating to the performance of certain activities and is also linked to the duties incumbent on workers to comply with 'safety, hygiene and health at work and environmental protection standards' (4.4.14). The reference to the need to prevent psychosocial risks is found in 43 agreements, an exponential increase compared to previous years (only six agreements in 2023) where the issue of not only physical but also mental well-being of workers is addressed, including the prevention of stress, violence and harassment.

49. Chapter 5 studies the IRCTs published under the General Law governing Work in the Public Service (LTFP). In 2024, Public-sector-employer Agreements (ACEP) continue to dominate collective bargaining in the Public Administration (104 ACEP, and no special career collective agreements − ACC), concluded mainly in the local government context (municipalities and parishes). This represents a decrease of around 33% compared to the previous year (total ACT: 135 in 2023) and is broken down into overall revisions (57), first agreements (31) and partial revisions (16) (5.3).